

Department of Veterans Affairs

FY 2008 EEO Report FY 2009 EEO Plan



**Office of Diversity and Inclusion
Office of Human Resources and
Administration**

Department of Veterans Affairs FY 2008 EEO Report

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EEOC FORM
715-01 PART A - D
U.S. Equal Employment Opportunity Commission
















FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For period covering October 1, 2007, to September 30, 2008.

PART A Department or Agency Identifying Information	1. Agency		1. Department of Veterans Affairs	
	1.a. 2 nd level reporting component			
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 810 Vermont Ave., N.W.	
	3. City, State, Zip Code		3. Washington, DC 20420	
	4. CPDF Code	5. FIPS code(s)	4. VA	5. 11 DC
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			249,228
	2. Enter total number of temporary employees			24,721
	3. Enter total number employees paid from non-appropriated funds			3,412
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			277,361
PART C	1. Head of Agency Official Title		1. Eric K. Shinseki, Secretary of Veterans Affairs	

Responsible For Oversight of EEO Program(s)	2. Agency Head Designee	2. Willie L. Hensley, Assistant Secretary for Human Resources and Administration
	3. Principal EEO Director/Official Official Title/series/grade	3. Willie L. Hensley, Assistant Secretary for Human Resources and Administration
	4. Title VII Affirmative EEO Program Official	4. Willie L. Hensley, Assistant Secretary for Human Resources and Administration
	5. Section 501 Affirmative Action Program Official	5. Willie L. Hensley, Assistant Secretary for Human Resources and Administration
	6. Complaint Processing Program Manager	6. Rafael A. Torres, Deputy Assistant Secretary for the Office of Resolution Management
	7. Other Responsible EEO Staff	7. Georgia Coffey, Deputy Assistant Secretary for the Office of Diversity and Inclusion

<p align="center">EEOC FORM 715-01 PART A - D U.S. Equal Employment Opportunity Commission</p> <p align="center">FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>			
<p align="center">PART D</p> <p align="center">List of Subordinate Components Covered in This Report</p>	<p align="center">Subordinate Component and Location (City/State)</p>	<p align="center">CPDF and FIPS codes</p>	
	Veterans Health Administration (Washington, DC)	VATA	11 DC
	Veterans Benefits Administration (Washington, DC)	VALA	11 DC
	National Cemetery Administration (Washington, DC)	VAPA	11 DC
	Staff Offices (Washington, DC)	--	--

EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:		*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	Not required
Brief paragraph describing the agency's mission and mission-related functions		*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"		*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF		*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies		*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	
Summary of EEO Plan action items implemented or accomplished		*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]		*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements		*Organizational Chart	



= See Appendix.

EEOC FORM 715-01 PART E	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Veterans Affairs	For period covering October 1, 2006, to September 30, 2007.	
EXECUTIVE SUMMARY		
<p>FUNCTION: The Department of Veterans Affairs (VA) provides medical assistance, benefits, and memorial services for approximately 25 million Veterans. VA comprises the Veterans Health Administration (VHA) with 157 medical centers, the Veterans Benefits Administration (VBA) with 57 benefits centers, the National Cemetery Administration (NCA) with 124 cemeteries, VA Central Office (VACO), and numerous other installations.</p> <p>WORKFORCE: VA had a workforce of 277,568 employees¹ at the end of fiscal year (FY) 2008 (this figure includes intermittent employment so is greater than the figure in Part B which is required to exclude intermittent employees), an increase of 24,390 during the year. These totals include 25,478 temporary employees, an increase of 2,517 during the year. All race, national origin (RNO) and gender groups are represented in VA above their respective levels in the Relevant Civilian Labor Force (RCLF) for VA occupations², except for White women and Hispanic men and women. The representation of employees with targeted disabilities in VA permanent positions is 1.49%, 50% greater than the Government average of about 0.96%.</p> <p>EEO PLAN ACCOMPLISHMENTS:</p> <ul style="list-style-type: none"> • VA continues to be a leader in the Federal civilian government in implementing and supporting EEOC Management Directive 715 and in maintaining a robust and user-friendly automated online workforce analysis system. • VA has expanded the focus of the <i>Office of Diversity Management and Equal Employment Opportunity (DM&EEO)</i>, now titled the <i>Office of Diversity and Inclusion (ODI)</i>, to address barriers to inclusion and participation of all employees, including but not limited to legally protected groups. To this end, ODI is complementing its recruitment outreach strategies with proactive internal retention strategies to fully leverage all of its human resources. • ODI has initiated the development of VA's first Diversity & Inclusion Strategic Plan to set a course for creating and sustaining a high performing, diverse, and inclusive organization based on best practices in the public and private sectors. • ODI has created an interdisciplinary EEO & Diversity Training Board to review, develop, and evaluate EEO, diversity, and conflict management training for employees and managers to proactively address discrimination and workplace conflict in VA. • ODI has drafted a Summary of EEO, Diversity, and No FEAR policy statements for issuance by the Secretary that consolidates all of VA's employee rights, responsibilities, and protections into one single document for ease of access and single source reference. • ODI created VA's first Department-wide Diversity Advisory Council comprising agency-wide leadership and stakeholders to serve as an advisory body and forum to share and implement best practices in the area of EEO, diversity, and inclusion. • ODI prepared detailed workforce data analysis for each Administration and each of their major sub-entities, and provided facility-specific training in interpreting and using this data to nearly all of the EEO staff through Live Meeting conferences. 		
Executive Summary	Page 4	

- VA conducted three EEO Program Audits to ensure that the Facility Self Assessments are accurate. Employee survey data was added to the workforce data as a basis for selecting sites for audits.
- VA is in the process of establishing Administration-appropriate goals for increasing the proportion of Veterans and disabled Veterans. VA's goal for persons with targeted disabilities is 2.2% for FY 2011, consistent with EEOC guidance.

FACILITY SELF ASSESSMENT (MD-715 Parts G and H): Using VA's automated system, virtually all facilities timely completed the Facility Self Assessment and the Part H plans to reach model EEO program status. At the Administration level more effort is needed in issuing EEO policy statements, in presenting "EEO state of the facility" messages, and in implementing responsive EEO action plans. There are no significant EEO program deficiencies at the national level.

BARRIER IDENTIFICATION (MD-715 Part I): VA conducts barrier identification in five broad topic areas, following the objectives in the VA EEO Plan:

1. *REPRESENTATION:* The representation of all groups was stable during the year, except for a decline in White men of -0.51% driven by retirement. White women are 35.64% of the permanent positions, significantly below their 47.87% in the RCLF. Hispanic women are 3.52% of the permanent positions, well below their 4.43% in the RCLF. This underrepresentation is concentrated in the south-western regions; a fact only discovered when VA moved from national to regional RCLF computations. Hispanic men are 3.20% of the permanent positions, slightly below their 3.30% in the RCLF, but are above the RCLF in all occupation categories except Blue Collar. (The Hispanic RCLF figures in Blue Collar include a large number of non-citizens, so this standard may be unrealistically high for Federal employment.) Black men are represented at almost three times the RCLF and Black women are represented at almost double the RCLF. VA contracted with the National Academy of Professional Administrators to study the recruitment process to determine if there are barriers or other issues that should be improved.
2. *GRADE PARITY:* A close analysis shows that the promotion rate is nearly identical to the availability rate by grade by RNO/gender, indicating there is no systematic bias in promotions. The one small exception is that older groups, such as White males, tend to have a slightly lower promotion rate, suggesting that they have reached the ceiling in their occupation. While there is a disproportionately large number of Whites in the higher grades, they tend to be retirement eligible, suggesting that their representation results from the available labor force 30-40 years ago when they were hired rather than from current promotion practices. Our analysis indicates a significant increase in diversity in the leadership grades will occur as the Baby Boom generation retires. ODI

is closely reviewing the promotion rates for employees with a targeted disability and should publish conclusions in FY 2009.

3. **TARGETED DISABILITIES:** The representation is 1.49% in GS/GM positions in total, including 1.62% in Social Services, 2.70% in General Health Science, 1.61% in Veterans Claims Examiners, 1.36% in Contracting, 2.15% in Purchasing, and 9.80% in Prosthetic Representatives. The representation is somewhat lower in doctors, police and other jobs where a disability may directly affect job performance. During the year, the Computer Assistance Program fulfilled 513 accommodations in VA, a substantial increase over the previous year, saving VA more than \$417,000. Appointing Selective Placement Coordinators in each facility last year did not result in a notable increase in representation in FY 2008, so their performance in meeting new goals will be monitored more closely in FY 2009. Targeted disabilities are tracked as part of the regular EEO Plan (MD-715 Part I rather than separately in Part J).
4. **VETERANS.** Veteran representation is tracked as part of the VA EEO Plan. Veteran representation declined from 30.86% to 29.91% in FY 2008 (still above the Federal average of 25%), while disabled Veterans increased from 7.70% to 7.92%. New hires of Veterans included more than 5,600 through the Veterans Employment Opportunity Act (VEOA) and 1,400 through Veterans Recruitment Appointments (VRA). NCA has 70.75% Veterans, VBA has 46.19%, Staff Offices have 39.73% and VHA/VCS have 28.19%. Recruitment is now handled by the Veterans Employment Coordination Service.
5. **TRAINING:** A substantial portion of the leadership pipeline is expected to retire in the next few years resulting in many promotions to fill these positions. To ensure that new and existing managers and supervisors are equipped with the knowledge of their legal responsibilities and conflict management skills to proactively address discrimination and conflict in the workplace, VA is updating and re-engineering its EEO, Diversity, and Conflict Management training modules to facilitate standardized supervisory training in these areas. Face-to-face training and Microsoft Live Meetings were also provided to most EEO staff during the year in addition to the on-demand training available electronically.

Note that ODI provides EEO policy, guidance, analysis, data support, and some training, but does not have line authority over the Administration EEO programs. The Administrations write and implement their own Part I plans. ODI shapes these plans by providing a standard framework which addresses the issues described above and breaks them into operational steps for systematic solution. Thus the VA Part I plan shows the framework and the few national initiatives, as well as examples from Administration plans, while the full implementation is shown in the Administration plans.

EEO COMPLAINTS: VA started the year with 1,776 complaints on hand and ended with 2,173, an increase in total complaints from the previous year commensurate with the

increase in staffing, but no change to the per capita rate of 0.76%. Of the 1,111 new complaints filed, the basis of discrimination, in rank order starting with the largest, was alleged to be reprisal, race, sex, disability, age, national origin, color, religion, and equal pay act. The major issues, in rank order starting with the largest, were harassment, promotion non-selection, disciplinary action, time and attendance, and assignment of duties. Agency personnel conducted 1,414 investigations in an average of 184.72 days each, both figures down from last year; contractors completed 308 investigations (up dramatically from last year) in an average of 200 days each. The cost of all the investigations was slightly more than \$4 million. Approximately 62% of the managers and 62% of the employees were trained in Alternate Dispute Resolution (ADR). VA closed 1,863 cases including 1,173 Final Agency Decisions with 12 resulting in a finding of discrimination. Monetary benefits totaling more than \$3.8 million were paid in 182 cases resulting in a finding of discrimination.

EEO STRUCTURE AND STAFFING: Public Law 105-114, §516, established ORM in VA to process EEO complaints nationally, and specifically authorized the complaints function to report to a Deputy Assistant Secretary. As allowed by 29 CFR 1614.607, VA has delegated EEO authority to multiple designees: overall management of the EEO programs to the Assistant Secretary for Human Resources and Administration, who reports directly to the Secretary; and day-to-day operational authority to the Deputy Assistant Secretary for the Office of Resolution Management and to the Deputy Assistant Secretary for the Office of Diversity and Inclusion (ODI). ODI, with a staff of 16, develops national EEO policy and program guidance, performs workforce analysis, outreach and retention, EEO & Diversity training and communications functions, and prepares mandated EEO reports such as this. ORM, with a staff of 212, is exclusively devoted to complaints-related activities, with many located in the field. ODI does not have line authority over the Human Resources and EEO staffs in field facilities. VHA, VBA, and NCA maintain full-time EEO staff at VACO and collateral-duty EEO staff at field facilities; VHA also has full-time EEO staff in the field. In total, these EEO staff provide about 94³ work years of service annually, largely devoted to complaints-related activities.

¹The employee count includes fulltime, part-time and intermittent employees in permanent and temporary appointments, but excludes employees in long term non-pay status, medical residents, and Manila residents.

²The RCLF figures are based on only the occupations employed in VA and their actual proportions in VA, drawn from the 2000 Census. These figures are somewhat different from national CLF figures published by EEOC, which include occupations that are not present in VA and differing proportions of the occupations VA employs.

³ 2001 Survey of Diversity-Related Work, conducted by ODI.

**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Willie L. Hensley, Acting Assistant Secretary for Human Resources and Administration, am the

(Insert name above)

(Insert official
title/series/grade
above)

Principal EEO Director/Official for

Department of Veterans Affairs.

(Insert Agency/Component Name
above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its workforce profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



Signature of Principal EEO Director/Official

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

2/20/09

Date



Signature of Agency Head or Agency Head Designee

2/20/09

Date



THE SECRETARY OF VETERANS AFFAIRS
WASHINGTON

October 12, 2007

TO ALL EMPLOYEES

SUBJECT: Policy on Equal Employment Opportunity and Unlawful Discrimination

As Acting Secretary of the Department of Veterans Affairs (VA), I want this Department to have the most qualified and diverse workforce in Government. I rely on each of you to embrace this policy, to assist me in expanding opportunities for all employees of the Department, and to ensure that we work in an environment free of unlawful discrimination or harassment. Anything less falls short of the professional conduct required to achieve our mission.

VA employs 250,000 people to serve America's veterans and their families. The equal employment opportunity (EEO) policy of an organization reflects the core values embraced by that organization and its people, and VA is no different. Central to these core values are commitment, excellence, communication and stewardship, all of which are focused on mutual respect among the people in VA's workforce.

Commitment means pledging to provide opportunities that will permit employees to rise to their highest level of achievement based on merit and ability. Excellence is what drives us toward fostering an environment of dignity and mutual respect. Communication demands we make the effort to build bridges for successful relationships in the workplace, and stewardship requires our professional duties to take precedence over our personal perspective.

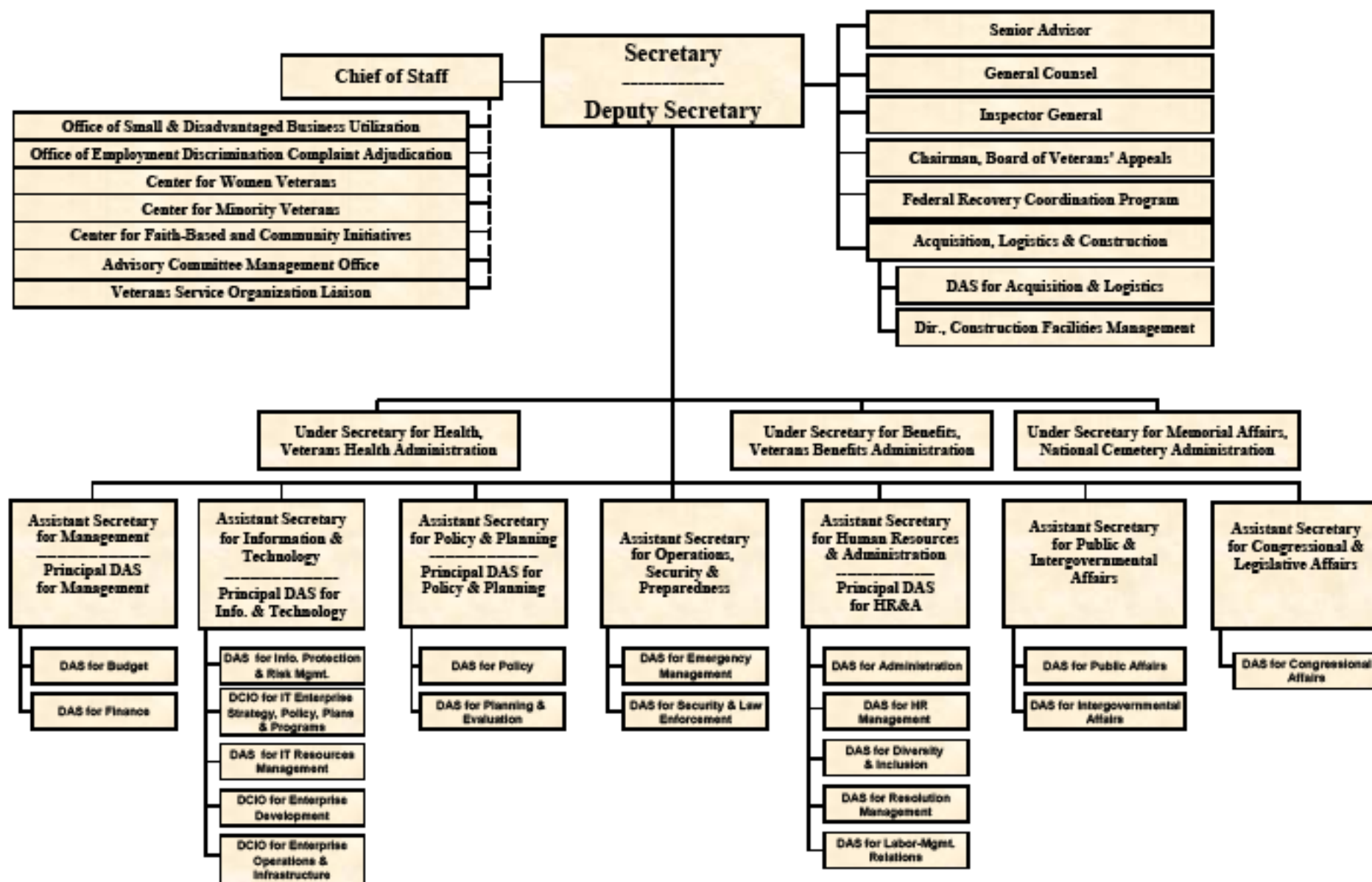
This Department will not tolerate discrimination or harassment based on gender, race, color, national origin, religion, age, disability, or reprisal for engaging in a prior EEO activity. Commitment to this principle requires managers and supervisors to immediately confront and eliminate any and all unlawful discrimination or harassment when they become aware of it. In addition, if we are able to achieve diversity at all levels, managers and supervisors must ensure equal opportunity regardless of gender, race, color, national origin, religion, age or disability when making decisions in the areas of outreach, recruitment, hiring, promotions, training, benefits and awards.

All incidents of unlawful reprisal, discrimination or harassment should be reported to an EEO counselor at the Office of Resolution Management toll free at 1-888-737-3361 or via TTY/TDD at 1-888-626-9008 within 45 days of the perceived discriminatory incident. We will accomplish our mission only if we ensure that all employees have an opportunity to reach their full potential and to contribute to the success of the Department. I expect your full support and cooperation in making VA a leader in equal employment opportunity.

A handwritten signature in black ink, appearing to read "Gordon H. Mansfield", is positioned above the printed name.

Gordon H. Mansfield
Acting

DEPARTMENT OF VETERANS AFFAIRS



National

U.S. Equal Employment Opportunity Commission
ANNUAL EEO PROGRAM STATUS REPORT
Plan To Attain the Essential Elements of a Model EEO Program

Report Generated on 01/02/2009

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Policy statements up to date, communicated to all employees (1-7)	
OBJECTIVE 1: (National)	Current EEO policies and endorsements provided to all employees	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	09/30/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
EEO policy signed and distributed to employees yearly, widely posted. ** COMPLETED: Administrations ensure that an Administration, regional (VISN, Area, MSN), and facility statement will be issued annually, posted widely, and provided in hard copy to new employees.		06/30/2006
Other ** The new EEO Directive 5975 was completed during FY 2006 and issued during the second quarter of FY 2007.		03/31/2007

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Managers and supervisors evaluated on EEO performance (8-19)	
OBJECTIVE 2: (National)	EEO policy is vigorously enforced by facility management.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2007	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
Managers and supervisors evaluated on implementation of EEO policies and principles, including resolving problems, addressing concerns, and ensuring workplace free of all forms of discrimination. ** COMPLETED IN FY 2006 BUT RECURRING: EEO performance continues to be reviewed by the Deputy Secretary with the senior managers at least quarterly. The field Facility Self Assessments are reviewed yearly.		09/30/2008
Staff resources provided for SEP, community outreach, and EEO audits. ** UNDERWAY: VA had the Federal government's first EEO Audit program, which continues today. In partnership with LULAC and AGIF, VA developed the Community Prosperity Partnership program for community outreach, and conducted the first event in Puerto Rico in 2006, the second in Orlando in		09/30/2008

2007, and will conduct two in 2008, probably San Antonio and New York. In addition ODI has set strategic targets for technical assistance reviews (EEO Audits) for FY 2009 as part of the FY 2009-13 Strategic Plan for Diversity and Inclusion.	
Ensure accommodations provided when possible. ** COMPLETED: A national review of policy and procedures was completed in FY 2006. New policy to ensure that accommodations are provided has been written and distributed. VA is a major user of the CAP program.	12/31/2006

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO Manager has appropriate authority and training (20-30)
OBJECTIVE 3: (National)	Reporting structure gives EEO Program appropriate authority and resources.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
EEO manager under immediate supervision of the facility head, and participates in decisions regarding human capital. ** UNDERWAY: Under Congressional direction, the operating head of the EEO complaints function at the national level can be a Deputy Assistant Secretary. The Diversity and Inclusion aspects of EEO are treated in a parallel manner.	09/30/2007
Duties and responsibilities of EEO staff clearly defined, staff trained. ** COMPLETED: One-VA training modules (applicable to all three Administrations and the VA Central Office [VACO]) were developed in FY 2005 and updated in FY 2006 in conjunction with the VA Learning University (VALU.) This training is available online on demand and in VHS and DVD format. Duties were clarified in Directive 5975. An analysis of regional issues was provided to each EEO worker in face to face training in FY 2007.	09/30/2006
EEO Manager conducts periodic review of HR policies, procedures, practices, and outcomes. ** COMPLETED: VA Directive 5975 requires this review, and accomplishment will be verified as noted above. ODI conducts EEO Audits in conjunction with HR, and reviews these items specifically.	09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO program fully staffed (31-37)
OBJECTIVE 4: (National)	Sufficient staff and budget resources for successful EEO program.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2007
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
EEO manager has authority and funding to eliminate barriers, realize equal opportunity, and maintain the facility's portion of the EEO complaint processing system. ** COMPLETED: Under Congressional direction, EEO complaints are handled nationally by the Office of Resolution Management. They have the needed funding and authority.	09/30/2007

EEO and Special Emphasis programs are sufficiently staffed, including FEW, Hispanic Employment, People with Disabilities, Veterans, Blacks, American Indian, Asian, and Pacific Islander programs. ** ONGOING: Most facilities have SEP managers. In an organization this size, there is always some turnover in EEO and other positions. Efforts are made to fill such positions promptly.	09/30/2005
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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO fully funded for program effectiveness (38-51)
OBJECTIVE 5: (National)	Sufficient budget to support the success of the EEO Program.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Sufficient resources for barrier analysis, data collection and tracking, materials, and accommodation supplies. ** COMPLETED: VA is the civilian government leader in the on-line analysis of workforce data, including both the required tables and the analytic tools to drill into the data, and the largest user of the CAP for accommodation supplies.	09/30/2008
Central fund for reasonable accommodations and accessibility. ** COMPLETED: VA is a major user of CAP for technological accommodations. VA systematically ensures physical access improvements in VA buildings, a program that is funded centrally by the Administrations. We will look into central funding of accommodations in FY 2008, but there is no indication that the current approach is holding us back.	09/30/2005
Sufficient funding to provide EEO training to managers, EEO staff, and employees. ** UNDERWAY: On demand EEO video training is available to all employees on their PC. In FY 2007, ODI started reviewing commercial EEO training videos and collecting the best for national use.	09/30/2006
Other ** NOT COMPLETED: Through VA's on-line learning management system ODI will study the feasibility of establishing a central review of the process of approving and funding requests for accommodations.	09/30/2008

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO Manager coordinates with facility management (52-53) and HR Manager (54-56).
OBJECTIVE 6: (National)	EEO staff regularly advises supervisors and managers about their area.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2007
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Regular (monthly to semi-annual) updates provided to managers and supervisors. ** COMPLETED, RECURRING: Quarterly EEO briefings have been provided to the Deputy Secretary and senior managers since 2003. VA Directive 5975 requires similar briefings in facilities; implementation will be verified by EEO Audits. Dashboard measures of outcomes will be developed during FY 2008.	09/30/2008

EEO staff coordinate EEO Plans with all appropriate facility managers, including legal, HR, finance, and information technology. ** UNDERWAY: This is the normal practice at facilities. During FY 2008 VA will start a national-level diversity council to bring together these offices and ensure coordination in implementation?	09/30/2008
Reviews have been scheduled on a recurring basis, carried out timely, reported, and results acted on. ** ONGOING: As noted above, HR and ODI are conducting systematic on-site reviews. During FY 2008 ODI will incorporate survey data in selecting facilities for review.	09/30/2006

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Discipline for findings of discrimination (57-61)
OBJECTIVE 7: (National)	Discipline backs up findings of discrimination when appropriate.
RESPONSIBLE OFFICIAL:	Secretary
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2006
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Facility timely complies with orders from EEOC, MSPB, FLRA, arbitrators, and the Court. ** ONGOING: ORM's compliance officer has the responsibility of ensuring all orders from EEOC are complied with in a timely manner. When orders are not acted upon in a timely manner, follow-up action is taken.	09/30/2005
Facility tracks disability accommodations to ensure compliance. ** ACCOMPLISHED: Directive 5975 requires Administrations to track these accommodations.	09/30/2007

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Senior managers meet with EEO to solve barriers and implement plans (62-69)
OBJECTIVE 8: (National)	Management and EEO cooperate to identify and solve barriers.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2007
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Senior managers meet with EEO staff to identify barriers to EEO. ** ONGOING: The ODI and ORM Deputy Assistant Secretaries routinely address the Deputy Secretary and senior managers. Facility self assessments show that this is being accomplished in VHA and VBA.	06/30/2007
When barriers identified, plans to solve developed and implemented. ** ONGOING: Administrations and VACO have developed multi-year plans to solve the identified barriers. These plans were updated in FY 2006 and were closely coordinated and monitored in FY 2007.	09/30/2007
Workforce trend analysis conducted of major variables. ** COMPLETED: VA has automated the production of the data tables required by MD-715 as well as Parts G, H, I and J. In addition, we have a large number of on-line diversity reports for more in-depth analysis, which have been in use for several years. In FY 2007 the results were posted on the ODI Web	09/30/2005

site.	
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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	In-depth workforce diversity analysis conducted (65-69)
OBJECTIVE 9: (National)	EEO staff closely analyzes MD-715 tables and VSSC reports.
RESPONSIBLE OFFICIAL:	Under Secretaries, ODI Deputy Assistant Secretary
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Trend analysis conducted on major EEO variables. ** ACCOMPLISHED: Administrations and VACO have been conducting this analysis for years and substantially more detailed analysis each year.	06/30/2005
Analysis of management/personnel policies, procedures and practices conducted. ** ONGOING: A new tool, ProClarity data cubes, was added in FY 2006. This has allowed a new depth of analysis of how authorities are used.	09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Senior managers encourage and participate in ADR (70-71)
OBJECTIVE 10: (National)	ADR is effective.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Employees are encouraged to use ADR. ** ACCOMPLISHED: VA has an active program to encourage ADR use, and the use is growing.	09/30/2005
Participation of supervisors and managers in ADR is required. ** NOT ACCOMPLISHED: Participation is encouraged but not required.	09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Sufficient staffing for data collection, analysis, audits, and reasonable accommodations (72-76)
OBJECTIVE 11: (National)	Data collection for EEO is adequate.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005

TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2006
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
EEO staff has sufficient training in data analysis and adequate data is collected for the required analysis. ** ONGOING: VA has been training the EEO staff through on demand online video, VHS, and DVD. Face to face training is provided regularly in VHA and as needed elsewhere. During FY 2007, a major initiative was made to provide the results to EEO field staff, and an evaluation of the EEO Plans shows improvement from FY 2006.	09/30/2006
Resources are provided for audits, if requested. ** ONGOING: VA started an active EEO Audit program in FY 2004 with practice audits, started conducting actual audits in December of FY 2005. The program will be continued indefinitely.	12/31/2005
A facility official is designated to coordinate accommodations. ** ACCOMPLISHED: Most facilities have designated an official. An evaluation conducted in FY 2007 suggested that insufficient use was made of these coordinators, so tracking will be developed in FY 2008.	09/30/2008

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Effective complaint tracking (77-87, 89)
OBJECTIVE 12: (National)	Facility has system to track complaints and ensure timely compliance.
RESPONSIBLE OFFICIAL:	ORM Deputy Assistant Secretary
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2006
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Facility has a system to track complaints and monitor compliance. ** UNDERWAY: By Congressional direction, EEO complaints are tracked nationally. A system has been in place for several years; system improvements were made in FY 2007.	09/30/2007
Required training is timely provided. ** ACCOMPLISHED: ORM has systematically provided the necessary training to the complaints staff.	09/30/2005
Procedural steps are completed timely. ** IMPROVING: VA greatly improved the timeliness of complaints in FY 2005 and made further improvements in FY 2006. In FY 2007 the number of complaints and the processing time increased slightly.	09/30/2006

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Effective ADR system (90-93)
OBJECTIVE 13: (National)	Efficient and fair ADR system.
RESPONSIBLE OFFICIAL:	Assistant Secretary, ORM Deputy Assistant Secretary
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Facility has established an ADR system. ** ACCOMPLISHED: The Dispute Resolution Specialist issues the VA-wide policies and tracks all ADR activity. ORM offers mediation in the complaint process and provides training to employees and managers. The Administrations are responsible for ensuring they have an ADR program. When an employee in the complaint process elects ADR, the case is referred to the facility ADR coordinator for follow-through.	09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Systems for evaluation of EEO program (94-100)
OBJECTIVE 14: (National)	EEO system is evaluated for impact and effectiveness.
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
The facility monitors complaint processing to ensure meeting obligations under Title VII and the Rehabilitation Act. ** ACCOMPLISHED: ORM closely monitors these obligations. As noted above, an assessment of unmet local needs was completed in FY 2005.	09/30/2005
Facility tracks recruitment to identify potential barriers. ** UNDERWAY: ODI is coordinating with HR to develop the policy framework for recruitment. A comprehensive plan is anticipated by the end of FY 2009.	09/30/2008

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Timely compliance (88, 101-123)
OBJECTIVE 15: (National)	Corrective actions are timely and accountable.
RESPONSIBLE OFFICIAL:	Under Secretaries, ORM Deputy Assistant Secretary, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Facility has a system to ensure timely compliance with EEOC orders and directives. ** ACCOMPLISHED: ORM has a system to ensure timely compliance with EEOC orders and directives. ORM's compliance officer works closely with facility program managers and EEOC's compliance officer to ensure timely compliance.	09/30/2005
Timely compliance is in performance standards. ** ACCOMPLISHED: Timely compliance is in the ORM compliance officer standards.	09/30/2005
Full compliance documentation is provided. ** ACCOMPLISHED: Upon receipt of EEOC orders, the compliance officer sends the correspondence to the facility outlining what documentation is necessary to demonstrate full compliance. The compliance	09/30/2005

officer then sends all documentation to EEOC's compliance officer who confirms that the order has been fulfilled.	
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National

U.S. Equal Employment Opportunity Commission
ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier

Report Generated on 01/29/2009

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Chronic underrepresentation of White and Hispanic women.	
BARRIER ANALYSIS 1: (National)	Table 6 shows a pattern of underrepresentation for these groups in major occupations compared to appropriate RCLF data: Table 7 shows that in the locations where these groups are underrepresented in specific occupations their representation continues to decline.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	VA does not have systematic focused recruitment for the groups that are underrepresented in specific major occupations.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Conduct focused recruitment for those groups that are underrepresented in specific major occupations where they are underrepresented. (If no underrepresentation, no action needed). (Plans for Barrier 1 and 2 serve as our FEORP Plan.)	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	09/30/2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2014	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
Using the UREP Change Report, identify the specific groups that are underrepresented in this facility, and indicate the number of years at the current rate of change needed to reach RCLF parity. ** In national total, VA is significantly underrepresented in White and Hispanic women and in Hispanic men in blue collar occupations. Assuming the current rate of growth, VA will reach RCLF parity in White women in 4 years, Hispanic women in 3 years, and Hispanic men in 1 year. These estimates are based on 2000 Census representation, not the higher levels expected in the 2010 Census. The specifics are different by Administration.		09/30/2014
Using the RCLF Report, identify the occupations with the most underrepresentation for each of the underrepresented groups above, and what you will review to determine if there is a barrier. ** White women are most underrepresented in Nurse, Practical Nurse, Nursing Assistant, Health Aid and Tech, Medical Support Assistance, and Veterans Claims Examining; Hispanic women in Social Work, Nursing Assistant, Health Aid and Tech, Medical Support Assistance, Veterans Claims Examining, and Food Service; and Hispanic men in blue collar occupations. VISNs have committed to review the outreach and economic barriers before the end of FY 2009.		09/30/2009
Show your plan (beyond national posting of vacancies), with specific locations and strategies (venues, publications, advertising, etc.) and dates, to increase the recruitment pool of these underrepresented occupations. Include areas of cooperation between facilities. (Recruitment must remain open to all groups.) ** The specific locations and strategies are different for each location. VISN 9, for example, will ensure that nursing schools, colleges and technical schools are regularly informed of vacancies, and formal partnerships will be developed if not already in place. By July they will conduct a barrier analysis to identify specific issues with retention in the major occupations, and will coordinate their outreach efforts with VA's Regional Veterans Employment Coordinators and Minority Veterans Program Coordinators.		09/30/2009
Show your plan to use special hiring authorities and intern programs to increase the representation of these		09/30/2010

<p>underrepresented groups.</p> <p>** While the specific plans vary by location, the use of special hiring authorities and intern programs is monitored by automated reports, tracked locally and reviewed nationally. For example, VISN 9 has committed to 1) ensure that managers, supervisors, EEO managers and HR specialists are reminded of the value of these authorities and how to use them; 2) have contacted all of the disability affinity groups in the VISN to alert them of our vacancies; and 3) ensure that position announcements indicate our willingness to hire veterans and people with disabilities using special hiring authorities.</p>	
<p>Other.</p> <p>** ODI will review Administration progress both at mid-year and for end-of year reports. Overall progress is reviewed nationally each month.</p>	09/30/2009
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
<p><i>Note that standard Part I requirements are in bold font, while responses follow a ** double asterisk. This is a new plan, so accomplishments are not yet noted. The changes since last year are generally to make the activities more detailed, specific, measurable, time-phased, and accountable. Results of analysis are often included to help focus the activity. Many of the activities are only sensible when location-specific, so national summaries can not be sensibly written. Instead, examples from field submissions are occasionally reported to illustrate the activity.</i></p>	

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p>	<p>Apparent grade disparity.</p>
<p>BARRIER ANALYSIS 2: (National)</p>	<p>Table A4 shows, with some variation by Administration, that the proportion of GS/GM White and Asian males generally increases as grade level increases, while other RNO groups generally decline, as do persons with targeted disabilities as shown in Table B4. There are abrupt declines in many minority groups in the leadership pipeline (grade 12-15).</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Preliminary analysis using new automated tools has shown that promotion rates do not vary by race and gender, suggesting that there is no barrier, but this analysis needs to be extended to every facility. The obvious grade disparity by race and gender appears to be primarily a factor of age and occupation, and significant changes are expected as the Baby Boom generation retires. Notwithstanding this, VA will take proactive steps to address the internal grade disparity through targeted external recruitment outreach and strategic retention activities in compliance with Federal laws.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Apply the new tools to major occupations and occupation groups, identify any anomalies, develop plans to remove any barriers and perform targeted outreach, and implement the plans. (Plans for Barrier 1 and 2 serve as our FEORP Plan.)</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Under Secretaries, Assistant Secretaries, Staff Office Heads</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>09/30/2008</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>09/30/2009</p>

<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p>
<p>Using the MD-715 Table 9, review the promotion rates by RNO/gender groups for each of the relevant groups in Step 5 of that report. Identify any RNO/gender groups whose promotion rate varies significantly from their availability.</p> <p>** ODI reviewed the promotion rates for comparable groups of occupations and grades in great depth during the summer of FY 2008, both VA-wide and by region (VISN, Area, MSN) as well as by facility. The promotion rates appear to be extremely close to availability, suggesting no systematic barriers by RNO/gender. There is a slight tendency for older groups, generally White men, to have somewhat lower rates, presumably because so many are maxed out in their career path. The results will be reviewed again this spring. Facilities have been notified of any anomalies that may require more in-depth analysis, and their results will be reviewed this spring.</p>	<p>06/30/2009</p>
<p>Show your plan, including strategies, development and mentoring programs, succession planning, efforts to reduce pre-retirement resignations, with specific targets and dates, to review each group identified above to determine if there is a barrier to promotions. If no groups show a significant variance between promotions and availability, show your plan, with specific targets and dates, to inform employees that promotions have been shown to be awarded without bias by RNO and gender.</p>	<p>06/30/2009</p>

<p>** ODI has been developing the analytic tools to track pre-retirement resignations and terminations of time-limited appointments, to be released by June. The results to date are publicized in our monthly Diversity News in-house TV program, at presentation s to Administrations (e.g. to VBA in February), and at the monthly meetings of EEO coordinators.</p>	
<p>Using Part B of the MD-715 Table 9, review the promotions rates comparing those with targeted disabilities and those with no disability for each of the relevant groups in Step 5. Identify any grade groups whose promotion rate varies significantly from availability. Show your plan to review each of these identified groups to see if there is a barrier to promotion of people with targeted disabilities.</p> <p>** ODI has been developing the automated tools to determine if the variations in promotions of employees with a targeted disability are statistically significant. The results will be published by June. ODI will develop a guide entitled 'Best Practices in Recruitment Outreach and Retention' and disseminate it on-line and in hard copy at various VA-wide venues including HR conferences and leadership development events.</p>	06/30/2009
<p>Show your plan to ensure that all employees are notified of training that may promote their upward mobility and notified of opportunities to move into higher graded positions.</p> <p>** This item in the standard Part I format requires Administrations to identify their plan for employee notification. The results are monitored by the automated Upward Mobility Report developed by ODI, which tracks the movement to occupations with better prospects in GS grade 1-9 employees to see if it is proportionate to availability. Facilities have been notified of anomalies that may need further analysis, and will be reviewed this spring.</p>	06/30/2009
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p>	The proportion of employees with a targeted disability has been declining for years, a government-wide trend.
<p>BARRIER ANALYSIS 3: (National)</p>	Tables B1-3 show a decline in FY05, and our Disability Change Report shows this has been a long term trend.
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	In the last ten years, the representation in VA has declined from about 1.8% to 1.5%, well below our goal of 2.0%. The two primary barriers are: 1) a few occupations that have grown substantially have not included individuals with targeted disabilities at a proportionate rate; and 2) a few facilities have not done an adequate job of hiring employees with targeted disabilities.
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	Increase the representation of individuals with targeted disabilities to 2.2% by FY2010.
<p>RESPONSIBLE OFFICIAL:</p>	Under Secretaries, Assistant Secretaries, Staff Office Heads
<p>DATE OBJECTIVE INITIATED:</p>	09/30/2008
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	09/30/2009
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	
<p>Identify the selective placement coordinator at this facility, and the training they have had in accommodations and the use of special hiring authorities. (If none, show the plan to designate and train one.) Show the number of individuals directly assisted this fiscal year and the number of resulting hires.</p> <p>** Although each facility designated an SPC, it was often the HR chief who did not have time to give individual attention to applicants. ODI asked that facilities identify someone with the time to be attentive, and track their progress. In VISN 20, for example, 'By April FY09, each HR manager will designate an HR specialist to serve as a collateral duty selective placement coordinator, someone well familiar with special hiring authorities. Each will keep a written record of contacts and those who were successfully placed, to be reviewed quarterly.</p>	09/30/2009
<p>Identify the facility (and subordinate facilities) proportion of employees with a targeted disability and whether than proportion is above or below goals. Indicate whether the representation has been increasing or decreasing over the last three years. If decreasing, show the plan to dramatically expand recruitment, with milestones and dates.</p>	09/30/2009

<p>** ODI has provided an automated tool for years. An analysis of each facility's standing was reviewed during the Live Meeting training sessions, and will be tracked in the spring progress review and will be reported nationally. While the representation has been declining in VA and across the government, there is no evidence that the availability has declined. The issues appear to be 1) a shift away from the lower graded occupations that have traditionally had the most employees with targeted disabilities and 2) an increased workload that has left HR with less time to do exceptional processing. The VHA goal is to have 2 employees with a targeted disability per hundred employees, which is an easy metric to track in new hires and should facilitate frequent feedback as the year progresses. This will be reviewed in the spring and monthly thereafter.</p>	
<p>Identify the specific occupations that have been growing without proportionate hiring of individuals with targeted disabilities (e.g., 201, 303, 305, etc.) and your plans to dramatically increase recruitment, with milestones and dates.</p> <p>** While the specific occupations vary by facility, VA-wide it appears that the occupations with the most hires in the last 10 years have also had the largest decline in representation. Particular review will now be given to these occupations.</p>	09/30/2009
<p>Identify the disability affinity groups in the service area and the plans to use them in outreach and recruitment. Identify the job fairs and TAP Seminars that will occur in the service area and plans to attend them. Show the results.</p> <p>** While most facilities had some contact with affinity groups, this activity initiates the requirement for systematic contact. VISN 9, for example, in addition to contacting nearby AADP and Easter Seal groups, Louisville now commits to attend TAP seminars at Fort Knox; Memphis will work with State Rehab and attend state and city job fairs; Mountain Home will reach out to Dawn of Hope, Northeast Tennessee Diversity in Employment, TN Dept of Labor and Workforce Development, and UT Center on Disability and Employment; and TVHS plans to continue working with Goodwill to widen their pool of applicants. All facilities will establish with VBA and Voc Rehab. Several facilities plan employee training on the importance of self identification, in the belief that not all employees with a disability have self identified.</p>	09/30/2009
<p>Ensure that EEO staff and managers are trained in reasonable accommodations and the CAP program.</p> <p>** VHA has good training in this area in the yearly conferences, but the turnover in SEPMs means that not everyone is currently trained. In VISN 9, for example, by March they will develop a partnership between facilities and provide training to those who are not yet trained.</p>	09/30/2009
<p>Identify the plans to use special hiring authorities such as Schedule A and VRA, and recruitment vehicles such as WRP, to increase recruitment of people with disabilities. (Note that numerical hiring goals are appropriate here.)</p> <p>** By far the largest portion of employees with a targeted disability in VA come in through a regular hire rather than a special hiring authority, but we are emphasizing SHAs particularly in those facilities that are not keeping pace hiring those with disabilities. In FY 2008 VA hired 38 WRP students, a dramatic improvement over previous years. Such hires are closely tracked by ODI. VISN 20, for example, has committed to hiring one each year and converting them to permanent if they work out.</p>	09/30/2009
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	While the representation of disabled veterans in VA has been slowly increasing for many years, there remain many, including at least 2,300 severely injured veterans from OIF/OEF, who could be potential VA employees.
BARRIER ANALYSIS 4: (National)	VA is behind our own goals for the employment of veterans and disabled veterans. The age demographics of our veteran employees and their average length of service indicate that veteran representation will decline if significant efforts are not made.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	This is a new effort in FY 2008, coordinated by the Veterans Employment Coordination Service. The outreach is just getting started.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Increase the representation of veterans and disabled veterans to VA goals. (This serves as our DVAAP Plan.)
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	09/30/2008
TARGET DATE FOR	09/30/2009

COMPLETION OF OBJECTIVE:	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Identify the selective placement coordinator at this facility, and the training they have had in accommodations and the use of special hiring authorities. (If none, show the plan to designate and train one.) Show the number of individuals directly assisted this fiscal year and the number of resulting hires. ** In most facilities this is identical to the first activity under Barrier 3, but is repeated here in case there is a different designee. VISN 20, for example, has committed to have identified coordinators with the necessary availability in each facility and developed a system to track their successes by April. The success is carefully monitored by ODI and will be reviewed with facilities in the spring.	09/30/2009
Identify the facility proportions of employees who are veterans and who are disabled veterans and whether these proportions are above or below goals. If below, identify the specific plans, with milestones and dates, to correct this. ** ODI has long provided automated tools for this tracking and reviews the results with regions and facilities periodically. VA is above the government average in the employment of veterans, and the proportion of disabled veterans continues to increase even as the total of veterans declines as the baby boom generation starts to retire. We are now specifically identifying facilities that are below VA average and tracking their rate of change.	09/30/2009
Identify the disabled veteran affinity groups and military bases in the service area and the plans to use them in outreach and recruitment. ** VA works closely with veteran affinity groups at the national level, so facility level is the growth area. VISN 20, for example, has committed to strengthening relationships with PVA, VFW, American Legion, AMVETS, Military Order of the Purple Hearts, DAV, Fort Lewis, McCord AFB, Bremerton Naval Base, National Guard Armory, Elmendorf AFB, and Ft. Richardson Army Garrison to facilitate recruitment.	09/30/2009
Identify any near-by areas that may have concentrations of veterans, such as Indian Reservations, and the plans to recruit there. ** This requirement is clearly locality-specific. VISN 20, for example, has committed to recruit at Warm Springs Reservation and at the Grande Ronde pow-wows.	09/30/2009
Expand use of VEOA, VRA and Schedule A hiring authorities. ** VA makes extensive use of these authorities nationally, with more than 5,600 VEOA and 1,600 VRA permanent and temporary hires in FY 2008 as well as 60 BVA or Veterans Readjustment Schedule A hires, and has long had automated tools for tracking. Thus the emphasis is on the underperforming facilities, which were reviewed in Live Meeting discussions last fall and will be again this spring.	09/30/2009
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Lack of awareness of EEO responsibilities and diversity issues.
BARRIER ANALYSIS 5: (National)	The training video "How to write an EEO Report" has been broadcast on the in-house TV channel and made available for on-demand viewing as well as distributed in VHS and DVD formats. But many additional EEO topics are not universally available.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	VA is a very large and locally decentralized department and it is too expensive to conduct face to face training on all the necessary EEO topics to all VA facilities. VAKN should have greatly increased capability, availability, and tracking on on-line training in FY07.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	EEO training and education programs are made available to all managers and employees.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads, ODI, ORM, VALU
DATE OBJECTIVE INITIATED:	09/30/2008

TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Ensure that EEO staff and SEPMs are aware of the EEO materials available on-line from VALO, available for on-demand viewing on VAKN, available as published documents, and available through other means such as conference calls, shadowing assignments, etc. ** By the end of FY 2009, ODI will have completed an extensive panel review of EEO training and documents available in VA, established standards, and provided the results to Administrations to pass on to their EEO staff.	09/30/2009
Maintain an EEO staff that is fully trained in the EEO core curriculum and in management skills. ** Administrations will review the EEO training standards and the panel recommendations for the best material available and determine how best to ensure that their EEO staff are fully trained in the EEO core curriculum.	09/30/2009
Identify the succession plans for replacements for EEO workers, given the likely retirement and resignation rates. (For likely retirement, use the Voluntary Retirement Projected Losses Report. For resignations, apply the average for the facility to the EEO staff). ** ODI has long provided an automated tool which accurately predicts voluntary retirement rates, and will add a tool that predicts other turnover (such as resignations by FERS employees) to give an overall prediction of turnover. This will be the basis for evaluating the sufficiency of the succession plans in the Part I plans.	09/30/2009
Identify plans for providing EEO and diversity training to managers and supervisors through web communications, on-line training, stand-up training, etc. ** VA has had systematic training in EEO and diversity training for many years. In late 2008, ODI created a training board that will review, evaluate, and lead the development of recommended training standards in EEO, Diversity, and Conflict Management for employees and managers. During FY 2009, ODI will ensure that the training being provided meets the new standards noted above.	09/30/2009
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	High volume of discrimination complaints in selected areas.
BARRIER ANALYSIS 6: (National)	Areas with higher rates of complaints often also have lower ratings on the All Employee Survey scales for civility (EEO) and leadership, as well as specific items regarding the supervisor, the work, the decline of satisfaction over time, and the desire to leave the facility.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	These facilities apparently lack sufficient EEO, diversity, and communication training.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Implement remediation plan for high complaint volume areas.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	09/30/2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy

<p>Identify and implement appropriate risk management strategies such as EEO compliance, diversity, and conflict management training to remedy deficient areas.</p> <p>** ODI has systematically been rank ordering all-employee survey data, separation rates, complaint rates, and sick leave rates and other workforce data to identify the facilities that appear to have the greatest potential risk. Facilities ranking lowest are selected for Technical Assistance Reviews (EEO Audits). ODI later reviews the implementing of the resulting recommendations. Regions also use this data for their own interventions. For example, VISN 20 has identified two specific stations as having the lowest ratings and will conduct an analysis of risk factors during FY 2009.</p>	09/30/2009
<p>Describe plan to meet VA's ADR participation goals.</p> <p>** Participation rates are tracked, allowing facilities to identify low participation facilities. VISN 20, for example, has identified two specific facilities and will 'identify barriers to the use of ADR and develop plans to meet the VA ADR participation goal.'</p>	09/30/2009
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	

Table A1: Total Workforce - by Race/Ethnicity and Sex FY 2008

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL																		
FY 2007	#	252,974	102,848	150,126	8,067	8,909	63,938	90,764	22,714	37,578	6,709	10,762	0	0	1,145	1,744	275	369
	%	99.99%	40.65%	59.34%	03.19%	03.52%	25.27%	35.88%	08.98%	14.85%	02.65%	04.25%	00.00%	00.00%	00.45%	00.69%	00.11%	00.15%
FY 2008	#	277,361	111,188	166,173	8,625	9,782	68,750	100,431	24,755	41,334	7,254	11,967	0	0	1,373	2,096	431	563
	%	100.02%	40.11%	59.91%	03.11%	03.53%	24.79%	36.21%	08.93%	14.90%	02.62%	04.31%	00.00%	00.00%	00.50%	00.76%	00.16%	00.20%
RCLF (2000)	%	98.85%	34.45%	64.40%	03.24%	04.35%	24.99%	47.47%	03.19%	08.17%	02.38%	03.25%	***	***	00.31%	00.62%	00.34%	00.54%
Difference	#	24,387	8,340	16,047	558	873	4,812	9,667	2,041	3,756	545	1,205	0	0	228	352	156	194
Ratio Change	%	0.03%	-0.54%	0.57%	-0.08%	0.01%	-0.48%	0.33%	-0.05%	0.05%	-0.03%	0.06%	0.00%	0.00%	0.05%	0.07%	0.05%	0.05%
Net Change	%	9.64%	8.11%	10.69%	6.92%	9.80%	7.53%	10.65%	8.99%	10.00%	8.12%	11.20%	0.00%	0.00%	19.91%	20.18%	56.73%	52.57%
PERMANENT																		
FY 2007	#	227,409	93,653	133,756	7,401	7,904	58,406	81,200	21,233	34,049	5,366	8,878	0	0	1,012	1,430	235	295
	%	100.00%	41.18%	58.82%	03.25%	03.48%	25.68%	35.71%	09.34%	14.97%	02.36%	03.90%	00.00%	00.00%	00.45%	00.63%	00.10%	00.13%
FY 2008	#	249,228	101,397	147,831	7,970	8,680	62,665	89,628	23,263	37,408	5,889	9,849	0	0	1,226	1,784	384	482
	%	99.98%	40.67%	59.31%	03.20%	03.48%	25.14%	35.96%	09.33%	15.01%	02.36%	03.95%	00.00%	00.00%	00.49%	00.72%	00.15%	00.19%
Difference	#	21,819	7,744	14,075	569	776	4,259	8,428	2,030	3,359	523	971	0	0	214	354	149	187
Ratio Change	%	-0.02%	-0.51%	0.49%	-0.05%	0.00%	-0.54%	0.25%	-0.01%	0.04%	0.00%	0.05%	0.00%	0.00%	0.04%	0.09%	0.05%	0.06%
Net Change	%	9.59%	8.27%	10.52%	7.69%	9.82%	7.29%	10.38%	9.56%	9.87%	9.75%	10.94%	0.00%	0.00%	21.15%	24.76%	63.40%	63.39%
TEMPORARY																		
FY 2007	#	22,300	8,172	14,128	533	763	5,080	8,551	1,116	2,713	1,289	1,748	0	0	122	284	32	69
	%	100.00%	36.64%	63.36%	02.39%	03.42%	22.78%	38.35%	05.00%	12.17%	05.78%	07.84%	00.00%	00.00%	00.55%	01.27%	00.14%	00.31%
FY 2008	#	24,721	8,710	16,011	529	845	5,596	9,749	1,099	3,079	1,313	1,979	0	0	130	284	43	75
	%	100.01%	35.24%	64.77%	02.14%	03.42%	22.64%	39.44%	04.45%	12.45%	05.31%	08.01%	00.00%	00.00%	00.53%	01.15%	00.17%	00.30%

Difference	#	2,421	538	1,883	-4	82	516	1,198	-17	366	24	231	0	0	8	0	11	6
Ratio Change	%	0.01%	-1.40%	1.41%	-0.25%	0.00%	-0.14%	1.09%	-0.55%	0.28%	-0.47%	0.17%	0.00%	0.00%	-0.02%	-0.12%	0.03%	-0.01%
Net Change	%	10.86%	6.58%	13.33%	-0.75%	10.75%	10.16%	14.01%	-1.52%	13.49%	1.86%	13.22%	0.00%	0.00%	6.56%	0.00%	34.38%	8.70%
NON-APPROPRIATED																		
FY 2007	#	3,265	1,023	2,242	133	242	452	1,013	365	816	54	136	0	0	11	30	8	5
	%	100.00%	31.33%	68.67%	04.07%	07.41%	13.84%	31.03%	11.18%	24.99%	01.65%	04.17%	00.00%	00.00%	00.34%	00.92%	00.25%	00.15%
FY 2008	#	3,412	1,081	2,331	126	257	489	1,054	393	847	52	139	0	0	17	28	4	6
	%	99.99%	31.68%	68.31%	03.69%	07.53%	14.33%	30.89%	11.52%	24.82%	01.52%	04.07%	00.00%	00.00%	00.50%	00.82%	00.12%	00.18%
Difference	#	147	58	89	-7	15	37	41	28	31	-2	3	0	0	6	-2	-4	1
Ratio Change	%	-0.01%	0.35%	-0.36%	-0.38%	0.12%	0.49%	-0.14%	0.34%	-0.17%	-0.13%	-0.10%	0.00%	0.00%	0.16%	-0.10%	-0.13%	0.03%
Net Change	%	4.50%	5.67%	3.97%	-5.26%	6.20%	8.19%	4.05%	7.67%	3.80%	-3.70%	2.21%	0.00%	0.00%	54.55%	-6.67%	-0.00%	20.00%

Data shown includes full-time, part-time, and intermittent employees in a pay status and excluding medical and Manila residents.

RCLF comparisons are based on 2000 Census National data.

Non-Appropriated employees include all employees whose salaries are paid from funds generated by the Canteens (Cost Center 8990).

Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard VA measure of change of representation and is called Change % in other VSSC reports.

Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

*** VA is not yet collecting this data. For purposes of this report, Asian and Native Hawaiian/Other Pacific Islander RCLF data have been grouped together until VA tracks these separately.

Table B1: Total Workforce - by Disability FY 2008

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of

															Limb/Spine
<u>TOTAL</u>															
FY 2007	#	252,974	186,047	43,181	19,990	3,756	348	461	203	364	153	514	314	1,328	71
	%	100.00%	73.54%	17.07%	07.90%	01.48%	00.14%	00.18%	00.08%	00.14%	00.06%	00.20%	00.12%	00.52%	00.03%
FY 2008	#	277,361	210,739	40,649	21,993	3,980	350	476	211	370	157	522	298	1,513	83
	%	100.00%	75.98%	14.66%	07.93%	01.43%	00.13%	00.17%	00.08%	00.13%	00.06%	00.19%	00.11%	00.55%	00.03%
Difference	#	24,387	24,692	-2,532	2,003	224	350	476	211	370	157	522	298	1,513	83
Ratio Change	%	00.00%	02.44%	-02.41%	00.03%	-00.05%	-00.01%	-00.01%	00.00%	-00.01%	00.00%	-00.01%	-00.01%	00.03%	00.00%
Net Change	%	09.64%	13.27%	-05.86%	10.02%	05.96%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Federal High	%					02.27%									
<u>PERMANENT</u>															
FY 2007	#	227,409	162,856	42,277	18,769	3,507	337	430	189	349	138	488	296	1,212	68
	%	100.00%	71.61%	18.59%	08.25%	01.54%	00.15%	00.19%	00.08%	00.15%	00.06%	00.21%	00.13%	00.53%	00.03%
FY 2008	#	249,228	185,200	39,708	20,609	3,711	334	442	197	353	144	492	279	1,392	78
	%	100.00%	74.31%	15.93%	08.27%	01.49%	00.13%	00.18%	00.08%	00.14%	00.06%	00.20%	00.11%	00.56%	00.03%
Difference	#	21,819	22,344	-2,569	1,840	204	334	442	197	353	144	492	279	1,392	78
Ratio Change	%	00.00%	02.70%	-02.66%	00.02%	-00.05%	-00.02%	-00.01%	00.00%	-00.01%	00.00%	-00.01%	-00.02%	00.03%	00.00%
Net Change	%	09.59%	13.72%	-06.08%	09.80%	05.82%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<u>TEMPORARY</u>															
FY 2007	#	22,300	20,456	660	994	190	8	23	12	11	14	21	5	93	3
	%	100.00%	91.73%	02.96%	04.46%	00.85%	00.04%	00.10%	00.05%	00.05%	00.06%	00.09%	00.02%	00.42%	00.01%
FY 2008	#	24,721	22,658	710	1,147	206	13	26	13	11	13	23	5	98	4
	%	100.00%	91.65%	02.87%	04.64%	00.83%	00.05%	00.11%	00.05%	00.04%	00.05%	00.09%	00.02%	00.40%	00.02%
Difference	#	2,421	2,202	50	153	16	13	26	13	11	13	23	5	98	4
Ratio Change	%	00.00%	-00.08%	-00.09%	00.18%	-00.02%	00.01%	00.01%	00.00%	-00.01%	-00.01%	00.00%	00.00%	-00.02%	00.01%
Net Change	%	10.86%	10.76%	07.58%	15.39%	08.42%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<u>NON-APPROPRIATED</u>															
FY 2007	#	3,265	2,735	244	227	59	3	8	2	4	1	5	13	23	0
	%	100.00%	83.77%	07.47%	06.95%	01.81%	00.09%	00.25%	00.06%	00.12%	00.03%	00.15%	00.40%	00.70%	00.00%

FY 2008	#	3,412	2,881	231	237	63	3	8	1	6	0	7	14	23	1
	%	100.00%	84.44%	06.77%	06.95%	01.85%	00.09%	00.23%	00.03%	00.18%	00.00%	00.21%	00.41%	00.67%	00.03%
Difference	#	147	146	-13	10	4	3	8	1	6	0	7	14	23	1
Ratio Change	%	00.00%	00.67%	-00.70%	00.00%	00.04%	00.00%	-00.02%	-00.03%	00.06%	-00.03%	00.06%	00.01%	-00.03%	00.03%
Net Change	%	04.50%	05.34%	-05.33%	04.41%	06.78%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown includes full-time, part-time, and intermittent employees in a pay status and excluding medical and Manila residents.

Non-Appropriated employees include all employees whose salaries are paid from funds generated by the Canteens (Cost Center 8990).

Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard VA measure of change of representation and is called Change % in other VSSC reports.

Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

Table A2: TOTAL WORKFORCE BY COMPONENT - Permanent Workforce - by Race/Ethnicity and Sex FY 2008

All VA By Administration		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL	#	251,892	102,223	149,669	8,061	8,864	63,065	90,480	23,545	38,073	5,928	9,957	0	0	1,238	1,809	386	486
	%	99.99%	40.58%	59.41%	03.20%	03.52%	25.04%	35.92%	09.35%	15.11%	02.35%	03.95%	00.00%	00.00%	00.49%	00.72%	00.15%	00.19%
RCLF (2000)	%	99.50%	34.52%	64.98%	03.30%	04.43%	25.02%	47.88%	03.27%	08.30%	02.28%	03.20%	***	***	00.31%	00.63%	00.34%	00.54%
VHA	#	224,562	87,936	136,626	7,141	8,181	53,391	82,791	20,717	34,101	5,341	9,533	0	0	1,036	1,597	310	423
	%	100.02%	39.17%	60.85%	03.18%	03.64%	23.78%	36.87%	09.23%	15.19%	02.38%	04.25%	00.00%	00.00%	00.46%	00.71%	00.14%	00.19%
VBA	#	15,765	7,277	8,488	423	440	4,827	4,973	1,623	2,622	231	232	0	0	128	172	45	49
	%	99.99%	46.16%	53.83%	02.68%	02.79%	30.62%	31.54%	10.29%	16.63%	01.47%	01.47%	00.00%	00.00%	00.81%	01.09%	00.29%	00.31%
NCA	#	1,445	1,109	336	108	21	749	193	193	108	39	9	0	0	14	4	6	1
	%	100.00%	76.75%	23.25%	07.47%	01.45%	51.83%	13.36%	13.36%	07.47%	02.70%	00.62%	00.00%	00.00%	00.97%	00.28%	00.42%	00.07%
STAFF	#	10,120	5,901	4,219	389	222	4,098	2,523	1,012	1,242	317	183	0	0	60	36	25	13

OFFICES	%	99.99%	58.30%	41.69%	03.84%	02.19%	40.49%	24.93%	10.00%	12.27%	03.13%	01.81%	00.00%	00.00%	00.59%	00.36%	00.25%	00.13%
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Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

RCLF comparisons are based on 2000 Census National data.

*** VA is not yet collecting this data. For purposes of this report, Asian and Native Hawaiian/Other Pacific Islander RCLF data have been grouped together until VA tracks these separately.

Table B2: TOTAL WORKFORCE BY COMPONENT - Permanent Workforce - by Disability FY 2008

All VA By Administration		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
TOTAL	#	251,892	187,412	39,922	20,796	3,762	337	449	198	358	144	499	292	1,406	79
	%	100.00%	74.40%	15.85%	08.26%	01.49%	00.13%	00.18%	00.08%	00.14%	00.06%	00.20%	00.12%	00.56%	00.03%
Federal High	%					02.27%									
VHA	#	224,562	168,702	35,512	17,146	3,202	250	400	162	286	114	419	283	1,223	65
	%	100.00%	75.12%	15.81%	07.64%	01.43%	00.11%	00.18%	00.07%	00.13%	00.05%	00.19%	00.13%	00.54%	00.03%
VBA	#	15,765	10,646	2,299	2,449	371	59	23	24	48	19	48	7	136	7
	%	100.00%	67.53%	14.58%	15.53%	02.35%	00.37%	00.15%	00.15%	00.30%	00.12%	00.30%	00.04%	00.86%	00.04%
NCA	#	1,445	1,103	182	135	25	0	4	2	1	0	5	2	11	0
	%	100.00%	76.33%	12.60%	09.34%	01.73%	00.00%	00.28%	00.14%	00.07%	00.00%	00.35%	00.14%	00.76%	00.00%
STAFF OFFICES	#	10,120	6,961	1,929	1,066	164	28	22	10	23	11	27	0	36	7
	%	100.00%	68.78%	19.06%	10.53%	01.62%	00.28%	00.22%	00.10%	00.23%	00.11%	00.27%	00.00%	00.36%	00.07%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Table A3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2008

All VA	TOTAL EMPLOYEES			Hispanic or Latino		RACE/ETHNICITY (Non- Hispanic or Latino)										Two or More/Other Races	
						White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female

Executive/Senior Level Officials and Managers	#	915	559	356	29	10	458	291	48	46	6	1	18	7	***	***	0	1
	%	100.00%	61.10%	38.91%	03.17%	01.09%	50.05%	31.80%	05.25%	05.03%	00.66%	00.11%	01.97%	00.77%	***	***	00.00%	00.11%
Mid-Level Officials and Managers	#	5,291	2,319	2,972	119	149	1,815	2,041	301	664	18	28	58	81	***	***	8	9
	%	100.00%	43.83%	56.17%	02.25%	02.82%	34.30%	38.57%	05.69%	12.55%	00.34%	00.53%	01.10%	01.53%	***	***	00.15%	00.17%
First-Level Officials and Managers	#	22,014	9,120	12,894	683	704	6,066	8,100	1,835	3,463	147	206	340	363	***	***	49	58
	%	100.00%	41.43%	58.57%	03.10%	03.20%	27.56%	36.79%	08.34%	15.73%	00.67%	00.94%	01.54%	01.65%	***	***	00.22%	00.26%
TOTAL Officials and Managers	#	28,220	11,998	16,222	831	863	8,339	10,432	2,184	4,173	171	235	416	451	***	***	57	68
	%	100.00%	42.51%	57.49%	02.94%	03.06%	29.55%	36.97%	07.74%	14.79%	00.61%	00.83%	01.47%	01.60%	***	***	00.20%	00.24%
Professionals	#	101,299	36,771	64,528	2,249	3,564	27,359	43,512	3,201	9,917	388	672	3,465	6,725	***	***	109	138
	%	100.00%	36.30%	63.70%	02.22%	03.52%	27.01%	42.95%	03.16%	09.79%	00.38%	00.66%	03.42%	06.64%	***	***	00.11%	00.14%
Technicians	#	30,363	8,543	21,820	885	1,371	5,119	13,235	1,734	5,611	106	291	668	1,243	***	***	31	69
	%	100.00%	28.13%	71.87%	02.91%	04.52%	16.86%	43.59%	05.71%	18.48%	00.35%	00.96%	02.20%	04.09%	***	***	00.10%	00.23%
Sales Workers	#	691	131	560	14	50	72	302	35	165	3	7	7	36	***	***	0	0
	%	100.00%	18.96%	81.04%	02.03%	07.24%	10.42%	43.70%	05.07%	23.88%	00.43%	01.01%	01.01%	05.21%	***	***	00.00%	00.00%
Office and Clerical	#	42,365	13,588	28,777	1,464	1,845	6,731	15,785	4,594	9,848	183	377	543	789	***	***	73	133
	%	100.00%	32.07%	67.93%	03.46%	04.36%	15.89%	37.26%	10.84%	23.25%	00.43%	00.89%	01.28%	01.86%	***	***	00.17%	00.31%
Craft Workers	#	6,526	6,371	155	527	13	4,509	102	1,042	33	78	2	197	5	***	***	18	0
	%	100.00%	97.64%	02.38%	08.08%	00.20%	69.09%	01.56%	15.97%	00.51%	01.20%	00.03%	03.02%	00.08%	***	***	00.28%	00.00%
Operatives	#	3,525	3,074	451	258	44	1,612	201	1,099	184	31	6	65	13	***	***	9	3
	%	100.00%	87.21%	12.80%	07.32%	01.25%	45.73%	05.70%	31.18%	05.22%	00.88%	00.17%	01.84%	00.37%	***	***	00.26%	00.09%
Laborers	#	969	925	44	94	6	539	27	260	7	9	3	19	1	***	***	4	0
	%	100.00%	95.45%	04.54%	09.70%	00.62%	55.62%	02.79%	26.83%	00.72%	00.93%	00.31%	01.96%	00.10%	***	***	00.41%	00.00%
Service Workers	#	37,903	20,793	17,110	1,738	1,108	8,759	6,884	9,394	8,133	269	216	548	694	***	***	85	75
	%	100.00%	54.86%	45.14%	04.59%	02.92%	23.11%	18.16%	24.78%	21.46%	00.71%	00.57%	01.45%	01.83%	***	***	00.22%	00.20%
TOTAL WORKFORCE	#	251,861	102,194	149,667	8,060	8,864	63,039	90,480	23,543	38,071	1,238	1,809	5,928	9,957	***	***	386	486
	%	100.00%	40.57%	59.42%	03.20%	03.52%	25.03%	35.92%	09.35%	15.12%	00.49%	00.72%	02.35%	03.95%	***	***	00.15%	00.19%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

The Executive/Senior Level Officials and Managers includes grades 15, 16, 17, 18, 19, 0 (SES), and 99 (Executive Pay Act). Mid-level Officials and Managers includes grades 13 and 14. First-level Officials and Managers include grades 1 to 12.

*** VA is not yet collecting this data.

Table B3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Disability FY 2008

All VA Occupational Category		Total WF	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Executive/Senior Level Officials and Managers	#	915	626	231	45	13	0	2	2	5	1	1	0	2	0
	%	100.00%	68.42%	25.25%	04.92%	01.42%	00.00%	00.22%	00.22%	00.55%	00.11%	00.11%	00.00%	00.22%	00.00%
Mid-Level Officials and Managers	#	5,291	3,416	1,372	459	44	0	8	7	12	3	6	0	8	0
	%	100.00%	64.56%	25.93%	08.68%	00.83%	00.00%	00.15%	00.13%	00.23%	00.06%	00.11%	00.00%	00.15%	00.00%
First-Level Officials and Managers	#	22,014	15,328	3,873	2,504	309	22	19	34	39	22	45	2	119	7
	%	100.00%	69.63%	17.59%	11.37%	01.40%	00.10%	00.09%	00.15%	00.18%	00.10%	00.20%	00.01%	00.54%	00.03%
TOTAL Officials and Managers	#	28,220	19,370	5,476	3,008	366	22	29	43	56	26	52	2	129	7
	%	100.00%	68.64%	19.40%	10.66%	01.30%	00.08%	00.10%	00.15%	00.20%	00.09%	00.18%	00.01%	00.46%	00.02%
Professionals	#	101,299	78,818	15,830	5,841	810	31	159	45	86	40	133	2	290	24
	%	100.00%	77.81%	15.63%	05.77%	00.80%	00.03%	00.16%	00.04%	00.08%	00.04%	00.13%	00.00%	00.29%	00.02%
Technicians	#	30,363	23,364	4,671	1,992	336	32	35	35	27	12	64	7	115	9
	%	100.00%	76.95%	15.38%	06.56%	01.11%	00.11%	00.12%	00.12%	00.09%	00.04%	00.21%	00.02%	00.38%	00.03%
Sales Workers	#	691	548	71	63	9	0	1	0	4	0	0	1	3	0
	%	100.00%	79.31%	10.27%	09.12%	01.30%	00.00%	00.14%	00.00%	00.58%	00.00%	00.00%	00.14%	00.43%	00.00%
Office and Clerical	#	42,365	30,084	5,748	5,410	1,123	142	120	45	136	51	133	61	411	24
	%	100.00%	71.01%	13.57%	12.77%	02.65%	00.34%	00.28%	00.11%	00.32%	00.12%	00.31%	00.14%	00.97%	00.06%
Craft Workers	#	6,526	4,222	1,609	609	86	10	10	7	5	4	12	4	32	2
	%	100.00%	64.70%	24.66%	09.33%	01.32%	00.15%	00.15%	00.11%	00.08%	00.06%	00.18%	00.06%	00.49%	00.03%
Operatives	#	3,525	2,193	857	364	111	13	8	1	3	0	8	34	41	3
	%	100.00%	62.21%	24.31%	10.33%	03.15%	00.37%	00.23%	00.03%	00.09%	00.00%	00.23%	00.96%	01.16%	00.09%
Laborers	#	969	694	142	107	26	0	2	0	1	0	3	7	13	0
	%	100.00%	71.62%	14.65%	11.04%	02.68%	00.00%	00.21%	00.00%	00.10%	00.00%	00.31%	00.72%	01.34%	00.00%
Service	#	37,903	28,092	5,514	3,402	895	87	85	22	40	11	94	174	372	10

Workers	%	100.00%	74.12%	14.55%	08.98%	02.36%	00.23%	00.22%	00.06%	00.11%	00.03%	00.25%	00.46%	00.98%	00.03%
TOTAL WORKFORCE	#	251,861	187,385	39,918	20,796	3,762	337	449	198	358	144	499	292	1,406	79
	%	100.00%	74.40%	15.85%	08.26%	01.49%	00.13%	00.18%	00.08%	00.14%	00.06%	00.20%	00.12%	00.56%	00.03%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Race/Ethnicity and Sex FY 2008

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS - 1	#	52	23	29	7	4	7	10	7	13	1	2	0	0	1	0	0	0
	%	99.99%	44.22%	55.77%	13.46%	07.69%	13.46%	19.23%	13.46%	25.00%	01.92%	03.85%	00.00%	00.00%	01.92%	00.00%	00.00%	00.00%
GS - 2	#	93	40	53	6	5	22	27	7	18	4	0	0	0	0	2	1	1
	%	100.01%	43.02%	56.99%	06.45%	05.38%	23.66%	29.03%	07.53%	19.35%	04.30%	00.00%	00.00%	00.00%	00.00%	02.15%	01.08%	01.08%
GS - 3	#	1,052	484	568	91	39	188	269	187	223	8	19	0	0	6	13	4	5
	%	100.02%	46.01%	54.01%	08.65%	03.71%	17.87%	25.57%	17.78%	21.20%	00.76%	01.81%	00.00%	00.00%	00.57%	01.24%	00.38%	00.48%
GS - 4	#	7,291	2,779	4,512	264	289	1,322	2,032	1,039	1,954	98	135	0	0	43	81	13	21
	%	99.99%	38.11%	61.88%	03.62%	03.96%	18.13%	27.87%	14.25%	26.80%	01.34%	01.85%	00.00%	00.00%	00.59%	01.11%	00.18%	00.29%
GS - 5	#	27,930	8,697	19,233	903	1,204	4,125	9,479	3,174	7,507	338	675	0	0	112	256	45	112
	%	100.00%	31.13%	68.87%	03.23%	04.31%	14.77%	33.94%	11.36%	26.88%	01.21%	02.42%	00.00%	00.00%	00.40%	00.92%	00.16%	00.40%
GS - 6	#	29,443	8,702	20,741	983	1,272	4,538	11,343	2,562	6,883	454	890	0	0	120	276	45	77
	%	100.00%	29.55%	70.45%	03.34%	04.32%	15.41%	38.53%	08.70%	23.38%	01.54%	03.02%	00.00%	00.00%	00.41%	00.94%	00.15%	00.26%
GS - 7	#	17,452	6,367	11,085	621	752	3,629	6,395	1,688	3,365	302	374	0	0	97	153	30	46
	%	99.99%	36.48%	63.51%	03.56%	04.31%	20.79%	36.64%	09.67%	19.28%	01.73%	02.14%	00.00%	00.00%	00.56%	00.88%	00.17%	00.26%
GS - 8	#	15,422	3,960	11,462	392	640	2,525	7,492	687	2,435	292	711	0	0	45	145	19	39
	%	99.98%	25.66%	74.32%	02.54%	04.15%	16.37%	48.58%	04.45%	15.79%	01.89%	04.61%	00.00%	00.00%	00.29%	00.94%	00.12%	00.25%
GS - 9	#	14,677	5,815	8,862	451	535	3,686	5,682	1,230	2,055	322	429	0	0	96	118	30	43
	%	99.97%	39.60%	60.37%	03.07%	03.65%	25.11%	38.71%	08.38%	14.00%	02.19%	02.92%	00.00%	00.00%	00.65%	00.80%	00.20%	00.29%
GS - 10	#	4,651	2,061	2,590	162	156	1,336	1,679	406	580	124	141	0	0	20	28	13	6

	%	100.00%	44.32%	55.68%	03.48%	03.35%	28.73%	36.10%	08.73%	12.47%	02.67%	03.03%	00.00%	00.00%	00.43%	00.60%	00.28%	00.13%
GS - 11	#	42,394	11,488	30,906	875	1,897	8,204	19,790	1,429	5,300	805	3,530	0	0	137	332	38	57
	%	99.98%	27.09%	72.89%	02.06%	04.47%	19.35%	46.68%	03.37%	12.50%	01.90%	08.33%	00.00%	00.00%	00.32%	00.78%	00.09%	00.13%
GS - 12	#	16,964	7,446	9,518	398	498	5,721	6,676	863	1,588	362	612	0	0	80	120	22	24
	%	100.00%	43.89%	56.11%	02.35%	02.94%	33.72%	39.35%	05.09%	09.36%	02.13%	03.61%	00.00%	00.00%	00.47%	00.71%	00.13%	00.14%
GS - 13	#	23,267	7,525	15,742	416	695	6,031	11,820	679	2,283	317	813	0	0	59	106	23	25
	%	100.00%	32.34%	67.66%	01.79%	02.99%	25.92%	50.80%	02.92%	09.81%	01.36%	03.49%	00.00%	00.00%	00.25%	00.46%	00.10%	00.11%
GS - 14	#	4,545	2,218	2,327	65	84	1,861	1,707	190	432	82	82	0	0	14	18	6	4
	%	100.00%	48.80%	51.20%	01.43%	01.85%	40.95%	37.56%	04.18%	09.50%	01.80%	01.80%	00.00%	00.00%	00.31%	00.40%	00.13%	00.09%
GS - 15	#	17,160	11,622	5,538	667	345	8,509	3,420	430	382	1,883	1,315	0	0	113	68	20	8
	%	100.02%	67.74%	32.28%	03.89%	02.01%	49.59%	19.93%	02.51%	02.23%	10.97%	07.66%	00.00%	00.00%	00.66%	00.40%	00.12%	00.05%
All Other GS	#	40	9	31	0	1	9	17	0	4	0	9	0	0	0	0	0	0
	%	100.00%	22.50%	77.50%	00.00%	02.50%	22.50%	42.50%	00.00%	10.00%	00.00%	22.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	303	203	100	9	3	169	81	17	15	3	1	0	0	5	0	0	0
	%	100.00%	67.00%	33.00%	02.97%	00.99%	55.78%	26.73%	05.61%	04.95%	00.99%	00.33%	00.00%	00.00%	01.65%	00.00%	00.00%	00.00%
TOTAL	#	222,736	79,439	143,297	6,310	8,419	51,882	87,919	14,595	35,037	5,395	9,738	0	0	948	1,716	309	468
	%	99.99%	35.66%	64.33%	02.83%	03.78%	23.29%	39.47%	06.55%	15.73%	02.42%	04.37%	00.00%	00.00%	00.43%	00.77%	00.14%	00.21%

Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

Percentages are based on row totals

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability FY 2008

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 1	#	52	36	3	6	7	0	1	1	1	1	0	2	1	0
	%	100.00%	69.23%	05.77%	11.54%	13.46%	00.00%	01.92%	01.92%	01.92%	01.92%	00.00%	03.85%	01.92%	00.00%
GS - 2	#	93	63	3	13	14	0	0	0	4	0	3	7	0	0

	%	100.00%	67.74%	03.23%	13.98%	15.05%	00.00%	00.00%	00.00%	04.30%	00.00%	03.23%	07.53%	00.00%	00.00%
GS - 3	#	1,052	806	58	136	52	6	6	0	4	0	4	19	13	0
	%	100.00%	76.62%	05.51%	12.93%	04.94%	00.57%	00.57%	00.00%	00.38%	00.00%	00.38%	01.81%	01.24%	00.00%
GS - 4	#	7,291	5,498	626	904	263	56	39	3	24	7	17	28	86	3
	%	100.00%	75.41%	08.59%	12.40%	03.61%	00.77%	00.53%	00.04%	00.33%	00.10%	00.23%	00.38%	01.18%	00.04%
GS - 5	#	27,930	21,325	3,086	2,922	597	49	66	25	61	22	81	21	262	10
	%	100.00%	76.35%	11.05%	10.46%	02.14%	00.18%	00.24%	00.09%	00.22%	00.08%	00.29%	00.08%	00.94%	00.04%
GS - 6	#	29,443	22,123	4,157	2,755	408	45	38	20	33	15	68	6	169	14
	%	100.00%	75.14%	14.12%	09.36%	01.39%	00.15%	00.13%	00.07%	00.11%	00.05%	00.23%	00.02%	00.57%	00.05%
GS - 7	#	17,452	12,885	2,597	1,717	253	15	27	16	32	14	38	3	103	5
	%	100.00%	73.83%	14.88%	09.84%	01.45%	00.09%	00.15%	00.09%	00.18%	00.08%	00.22%	00.02%	00.59%	00.03%
GS - 8	#	15,422	13,119	1,235	936	132	8	11	5	10	5	26	2	64	1
	%	100.00%	85.07%	08.01%	06.07%	00.86%	00.05%	00.07%	00.03%	00.06%	00.03%	00.17%	00.01%	00.41%	00.01%
GS - 9	#	14,677	10,583	2,548	1,346	200	15	19	19	20	12	34	1	77	3
	%	100.00%	72.11%	17.36%	09.17%	01.36%	00.10%	00.13%	00.13%	00.14%	00.08%	00.23%	00.01%	00.52%	00.02%
GS - 10	#	4,651	3,254	869	474	54	4	6	4	7	3	10	0	19	1
	%	100.00%	69.96%	18.68%	10.19%	01.16%	00.09%	00.13%	00.09%	00.15%	00.06%	00.22%	00.00%	00.41%	00.02%
GS - 11	#	42,394	32,367	6,912	2,719	396	13	78	32	43	20	67	1	131	11
	%	100.00%	76.35%	16.30%	06.41%	00.93%	00.03%	00.18%	00.08%	00.10%	00.05%	00.16%	00.00%	00.31%	00.03%
GS - 12	#	16,964	12,261	3,028	1,469	206	17	37	24	26	14	25	0	56	7
	%	100.00%	72.28%	17.85%	08.66%	01.21%	00.10%	00.22%	00.14%	00.15%	00.08%	00.15%	00.00%	00.33%	00.04%
GS - 13	#	23,267	16,241	5,473	1,394	159	4	31	14	25	8	31	0	40	6
	%	100.00%	69.80%	23.52%	05.99%	00.68%	00.02%	00.13%	00.06%	00.11%	00.03%	00.13%	00.00%	00.17%	00.03%
GS - 14	#	4,545	2,980	1,234	292	39	1	8	8	7	4	3	0	5	3
	%	100.00%	65.57%	27.15%	06.42%	00.86%	00.02%	00.18%	00.18%	00.15%	00.09%	00.07%	00.00%	00.11%	00.07%
GS - 15	#	17,160	13,755	2,665	653	87	2	4	6	18	8	13	0	33	3
	%	100.00%	80.16%	15.53%	03.81%	00.51%	00.01%	00.02%	00.03%	00.10%	00.05%	00.08%	00.00%	00.19%	00.02%
All Other GS	#	40	36	2	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.00%	05.00%	05.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	303	201	80	15	7	0	1	2	3	0	1	0	0	0
	%	100.00%	66.34%	26.40%	04.95%	02.31%	00.00%	00.33%	00.66%	00.99%	00.00%	00.33%	00.00%	00.00%	00.00%

TOTAL	#	222,736	167,533	34,576	17,753	2,874	235	372	179	318	133	421	90	1,059	67
	%	100.00%	75.22%	15.52%	07.97%	01.29%	00.11%	00.17%	00.08%	00.14%	00.06%	00.19%	00.04%	00.48%	00.03%

Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

Percentages are based on row totals

Table A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Race/Ethnicity and Sex FY 2008

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade - 1	#	1,408	1,105	303	57	15	379	114	623	155	27	11	0	0	13	6	6	2
	%	100.02%	78.49%	21.53%	04.05%	01.07%	26.92%	08.10%	44.25%	11.01%	01.92%	00.78%	00.00%	00.00%	00.92%	00.43%	00.43%	00.14%
Grade - 2	#	9,332	7,250	2,082	461	116	2,741	813	3,800	1,059	129	51	0	0	100	33	19	10
	%	99.99%	77.68%	22.31%	04.94%	01.24%	29.37%	08.71%	40.72%	11.35%	01.38%	00.55%	00.00%	00.00%	01.07%	00.35%	00.20%	00.11%
Grade - 3	#	2,827	2,009	818	188	70	671	250	1,066	458	44	25	0	0	31	14	9	1
	%	100.02%	71.08%	28.94%	06.65%	02.48%	23.74%	08.84%	37.71%	16.20%	01.56%	00.88%	00.00%	00.00%	01.10%	00.50%	00.32%	00.04%
Grade - 4	#	1,288	754	534	63	19	305	213	337	283	32	13	0	0	12	6	5	0
	%	100.00%	58.53%	41.47%	04.89%	01.48%	23.68%	16.54%	26.16%	21.97%	02.48%	01.01%	00.00%	00.00%	00.93%	00.47%	00.39%	00.00%
Grade - 5	#	1,116	1,031	85	95	8	552	47	347	27	25	3	0	0	9	0	3	0
	%	100.00%	92.38%	07.62%	08.51%	00.72%	49.46%	04.21%	31.09%	02.42%	02.24%	00.27%	00.00%	00.00%	00.81%	00.00%	00.27%	00.00%
Grade - 6	#	1,379	1,233	146	88	6	642	69	454	63	30	6	0	0	14	2	5	0
	%	100.02%	89.42%	10.60%	06.38%	00.44%	46.56%	05.00%	32.92%	04.57%	02.18%	00.44%	00.00%	00.00%	01.02%	00.15%	00.36%	00.00%
Grade - 7	#	717	680	37	78	5	340	13	234	19	14	0	0	0	11	0	3	0
	%	100.00%	94.84%	05.16%	10.88%	00.70%	47.42%	01.81%	32.64%	02.65%	01.95%	00.00%	00.00%	00.00%	01.53%	00.00%	00.42%	00.00%
Grade - 8	#	732	680	52	52	0	410	29	192	22	18	1	0	0	7	0	1	0

	%	100.01%	92.90%	07.11%	07.10%	00.00%	56.01%	03.96%	26.23%	03.01%	02.46%	00.14%	00.00%	00.00%	00.96%	00.00%	00.14%	00.00%
Grade - 9	#	1,168	1,136	32	127	2	764	21	207	8	22	1	0	0	11	0	5	0
	%	99.99%	97.25%	02.74%	10.87%	00.17%	65.41%	01.80%	17.72%	00.68%	01.88%	00.09%	00.00%	00.00%	00.94%	00.00%	00.43%	00.00%
Grade - 10	#	2,668	2,645	23	194	2	1,970	16	361	4	80	0	0	0	33	1	7	0
	%	100.00%	99.14%	00.86%	07.27%	00.07%	73.84%	00.60%	13.53%	00.15%	03.00%	00.00%	00.00%	00.00%	01.24%	00.04%	00.26%	00.00%
Grade - 11	#	937	927	10	57	1	686	7	139	2	30	0	0	0	12	0	3	0
	%	99.99%	98.92%	01.07%	06.08%	00.11%	73.21%	00.75%	14.83%	00.21%	03.20%	00.00%	00.00%	00.00%	01.28%	00.00%	00.32%	00.00%
Grade - 12	#	6	6	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	3	3	0	0	0	1	0	0	0	0	0	0	0	1	0	1	0
	%	99.99%	99.99%	00.00%	00.00%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	33.33%	00.00%	33.33%	00.00%
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	23,581	19,459	4,122	1,460	244	9,467	1,592	7,760	2,100	451	111	0	0	254	62	67	13
	%	100.00%	82.52%	17.48%	06.19%	01.03%	40.15%	06.75%	32.91%	08.91%	01.91%	00.47%	00.00%	00.00%	01.08%	00.26%	00.28%	00.06%

Data shown includes WG grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Percentages are based on row totals

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Disability FY 2008

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade - 1	#	1,408	1,120	55	173	60	0	0	1	3	0	3	15	36	2
	%	100.00%	79.55%	03.91%	12.29%	04.26%	00.00%	00.00%	00.07%	00.21%	00.00%	00.21%	01.07%	02.56%	00.14%
Grade - 2	#	9,332	6,688	1,028	1,145	471	67	35	9	16	3	42	128	167	4

	%	100.00%	71.67%	11.02%	12.27%	05.05%	00.72%	00.38%	00.10%	00.17%	00.03%	00.45%	01.37%	01.79%	00.04%
Grade - 3	#	2,827	1,885	541	297	104	15	10	0	4	3	2	24	44	2
	%	100.00%	66.68%	19.14%	10.51%	03.68%	00.53%	00.35%	00.00%	00.14%	00.11%	00.07%	00.85%	01.56%	00.07%
Grade - 4	#	1,288	792	347	112	37	8	5	1	3	1	4	10	5	0
	%	100.00%	61.49%	26.94%	08.70%	02.87%	00.62%	00.39%	00.08%	00.23%	00.08%	00.31%	00.78%	00.39%	00.00%
Grade - 5	#	1,116	719	232	135	30	1	2	1	3	0	4	2	16	1
	%	100.00%	64.43%	20.79%	12.10%	02.69%	00.09%	00.18%	00.09%	00.27%	00.00%	00.36%	00.18%	01.43%	00.09%
Grade - 6	#	1,379	845	371	144	19	1	3	0	0	0	2	2	11	0
	%	100.00%	61.28%	26.90%	10.44%	01.38%	00.07%	00.22%	00.00%	00.00%	00.00%	00.15%	00.15%	00.80%	00.00%
Grade - 7	#	717	450	188	69	10	1	1	0	0	0	1	2	5	0
	%	100.00%	62.76%	26.22%	09.62%	01.39%	00.14%	00.14%	00.00%	00.00%	00.00%	00.14%	00.28%	00.70%	00.00%
Grade - 8	#	732	437	217	67	11	1	1	0	0	0	2	0	7	0
	%	100.00%	59.70%	29.64%	09.15%	01.50%	00.14%	00.14%	00.00%	00.00%	00.00%	00.27%	00.00%	00.96%	00.00%
Grade - 9	#	1,168	746	295	112	15	3	0	0	0	1	3	1	7	0
	%	100.00%	63.87%	25.26%	09.59%	01.28%	00.26%	00.00%	00.00%	00.00%	00.09%	00.26%	00.09%	00.60%	00.00%
Grade - 10	#	2,668	1,838	569	239	22	1	5	2	1	0	1	0	12	0
	%	100.00%	68.89%	21.33%	08.96%	00.82%	00.04%	00.19%	00.07%	00.04%	00.00%	00.04%	00.00%	00.45%	00.00%
Grade - 11	#	937	618	216	92	11	0	1	2	1	0	1	1	4	1
	%	100.00%	65.96%	23.05%	09.82%	01.17%	00.00%	00.11%	00.21%	00.11%	00.00%	00.11%	00.11%	00.43%	00.11%
Grade - 12	#	6	4	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	3	0	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	33.33%	66.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	23,581	16,142	4,062	2,587	790	98	63	16	31	8	65	185	314	10
	%	100.00%	68.45%	17.23%	10.97%	03.35%	00.42%	00.27%	00.07%	00.13%	00.03%	00.28%	00.78%	01.33%	00.04%

Data shown includes WG grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Percentages are based on row totals

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2008

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
0083 Police	#	2,791	2,596	195	265	12	1,610	94	597	82	69	3	0	0	34	4	21	0
	%	100.00%	93.01%	06.99%	09.49%	00.43%	57.69%	03.37%	21.39%	02.94%	02.47%	00.11%	00.00%	00.00%	01.22%	00.14%	00.75%	00.00%
0083 RCLF		100.00%	86.90%	13.10%	07.37%	01.34%	67.63%	08.40%	08.89%	02.90%	01.27%	00.15%	00.11%	00.01%	01.05%	00.17%	00.58%	00.13%
0101 Social Science	#	1,946	1,092	854	54	44	725	557	270	207	18	26	0	0	19	16	6	4
	%	100.00%	56.11%	43.89%	02.77%	02.26%	37.26%	28.62%	13.87%	10.64%	00.92%	01.34%	00.00%	00.00%	00.98%	00.82%	00.31%	00.21%
0101 RCLF		100.00%	50.08%	49.92%	01.90%	02.21%	42.05%	40.41%	02.44%	03.83%	02.06%	02.30%	00.08%	00.03%	00.69%	00.66%	00.86%	00.48%
0201 Human Resources Management	#	2,020	557	1,463	50	112	346	863	132	430	16	37	0	0	7	15	6	6
	%	100.00%	27.58%	72.42%	02.48%	05.54%	17.13%	42.72%	06.53%	21.29%	00.79%	01.83%	00.00%	00.00%	00.35%	00.74%	00.30%	00.30%
0201 RCLF		100.00%	33.33%	66.67%	02.73%	05.03%	25.48%	49.90%	03.65%	08.58%	00.83%	01.88%	00.05%	00.08%	00.32%	00.69%	00.27%	00.51%
0260 Equal Employment Opportunity	#	233	74	159	5	11	32	52	34	90	2	5	0	0	0	0	1	1
	%	100.00%	31.76%	68.25%	02.15%	04.72%	13.73%	22.32%	14.59%	38.63%	00.86%	02.15%	00.00%	00.00%	00.00%	00.00%	00.43%	00.43%
0260 RCLF		99.99%	52.89%	47.10%	04.17%	03.52%	41.32%	34.08%	04.53%	07.03%	01.77%	01.51%	00.06%	00.05%	00.67%	00.59%	00.37%	00.32%
0301 Miscellaneous Administration and Program	#	5,542	1,923	3,619	155	187	1,238	2,280	443	995	58	106	0	0	18	37	11	14
	%	100.00%	34.70%	65.29%	02.80%	03.37%	22.34%	41.14%	07.99%	17.95%	01.05%	01.91%	00.00%	00.00%	00.32%	00.67%	00.20%	00.25%
0301 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0340 Program Management	#	544	272	272	13	23	218	204	29	38	8	5	0	0	3	2	1	0
	%	100.00%	49.99%	50.01%	02.39%	04.23%	40.07%	37.50%	05.33%	06.99%	01.47%	00.92%	00.00%	00.00%	00.55%	00.37%	00.18%	00.00%
0340 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0343 Management and Program Analysis	#	3,146	1,026	2,120	61	100	751	1,401	159	533	48	60	0	0	5	21	2	5
	%	100.00%	32.61%	67.39%	01.94%	03.18%	23.87%	44.53%	05.05%	16.94%	01.53%	01.91%	00.00%	00.00%	00.16%	00.67%	00.06%	00.16%

0343 RCLF		99.99%	61.37%	38.62%	01.97%	01.62%	52.49%	31.11%	02.55%	03.33%	03.53%	01.99%	00.03%	00.03%	00.30%	00.25%	00.50%	00.29%
0501 Financial Administration and Program	#	385	106	279	6	21	78	197	16	51	5	5	0	0	1	4	0	1
	%	100.00%	27.54%	72.47%	01.56%	05.45%	20.26%	51.17%	04.16%	13.25%	01.30%	01.30%	00.00%	00.00%	00.26%	01.04%	00.00%	00.26%
0501 RCLF		100.00%	43.01%	56.99%	03.60%	05.61%	32.99%	40.98%	03.86%	06.81%	01.73%	02.69%	00.06%	00.09%	00.38%	00.38%	00.39%	00.43%
0511 Auditing	#	134	57	77	4	7	42	48	8	18	1	4	0	0	2	0	0	0
	%	100.00%	42.54%	57.46%	02.99%	05.22%	31.34%	35.82%	05.97%	13.43%	00.75%	02.99%	00.00%	00.00%	01.49%	00.00%	00.00%	00.00%
0511 RCLF		100.00%	43.00%	57.00%	02.03%	03.10%	35.05%	42.80%	02.57%	05.35%	02.81%	04.84%	00.03%	00.06%	00.19%	00.42%	00.32%	00.43%
0602 Medical Officer	#	14,849	10,123	4,726	606	315	7,209	2,793	369	281	1,817	1,268	0	0	103	64	19	5
	%	100.00%	68.18%	31.82%	04.08%	02.12%	48.55%	18.81%	02.49%	01.89%	12.24%	08.54%	00.00%	00.00%	00.69%	00.43%	00.13%	00.03%
0602 RCLF		100.02%	73.22%	26.80%	03.71%	01.42%	55.88%	17.76%	02.64%	01.88%	10.04%	05.30%	00.03%	00.01%	00.20%	00.11%	00.72%	00.32%
0610 Nurse	#	44,027	6,766	37,261	608	2,043	4,885	24,559	625	6,206	541	4,016	0	0	81	363	26	74
	%	100.00%	15.37%	84.63%	01.38%	04.64%	11.10%	55.78%	01.42%	14.10%	01.23%	09.12%	00.00%	00.00%	00.18%	00.82%	00.06%	00.17%
0610 RCLF		99.99%	07.55%	92.44%	00.40%	02.89%	05.76%	74.66%	00.64%	08.19%	00.58%	05.32%	00.01%	00.05%	00.07%	00.68%	00.09%	00.65%
0620 Practical Nurse	#	11,441	1,875	9,566	220	528	1,078	5,406	403	3,009	137	452	0	0	25	136	12	35
	%	100.00%	16.38%	83.61%	01.92%	04.61%	09.42%	47.25%	03.52%	26.30%	01.20%	03.95%	00.00%	00.00%	00.22%	01.19%	00.10%	00.31%
0620 RCLF		100.00%	07.04%	92.96%	00.75%	05.02%	04.05%	64.31%	01.62%	19.32%	00.36%	02.14%	00.01%	00.08%	00.11%	01.20%	00.14%	00.89%
0621 Nursing Assistant	#	9,062	2,542	6,520	240	356	966	2,173	1,203	3,520	95	358	0	0	32	77	6	36
	%	100.00%	28.06%	71.95%	02.65%	03.93%	10.66%	23.98%	13.28%	38.84%	01.05%	03.95%	00.00%	00.00%	00.35%	00.85%	00.07%	00.40%
0621 RCLF		100.00%	12.20%	87.80%	01.34%	09.13%	06.19%	45.73%	03.50%	27.66%	00.72%	02.48%	00.03%	00.13%	00.19%	01.32%	00.23%	01.35%
0644 Medical Technologist	#	4,082	1,166	2,916	91	226	760	1,893	128	360	176	398	0	0	9	30	2	9
	%	100.00%	28.57%	71.43%	02.23%	05.54%	18.62%	46.37%	03.14%	08.82%	04.31%	09.75%	00.00%	00.00%	00.22%	00.73%	00.05%	00.22%
0644 RCLF		100.01%	26.14%	73.87%	02.08%	03.65%	17.02%	53.80%	02.85%	08.27%	03.60%	07.00%	00.03%	00.04%	00.18%	00.54%	00.38%	00.57%
0647 Diagnostic Radiologic Technologist	#	2,622	1,203	1,419	109	70	776	1,044	226	251	79	33	0	0	9	18	4	3
	%	100.00%	45.88%	54.12%	04.16%	02.67%	29.60%	39.82%	08.62%	09.57%	03.01%	01.26%	00.00%	00.00%	00.34%	00.69%	00.15%	00.11%
0647 RCLF		100.01%	28.35%	71.66%	02.78%	03.07%	20.46%	61.22%	02.56%	04.99%	01.93%	01.45%	00.05%	00.03%	00.24%	00.53%	00.33%	00.37%
0660 Pharmacist	#	5,559	2,361	3,198	84	190	1,877	2,048	107	304	272	602	0	0	19	42	2	12
	%	100.00%	42.47%	57.54%	01.51%	03.42%	33.77%	36.84%	01.92%	05.47%	04.89%	10.83%	00.00%	00.00%	00.34%	00.76%	00.04%	00.22%
0660 RCLF		99.99%	53.53%	46.46%	01.43%	01.78%	44.57%	34.37%	02.14%	03.01%	04.73%	06.73%	00.02%	00.02%	00.23%	00.16%	00.41%	00.39%
0675 Medical Records Technician	#	2,040	276	1,764	20	97	144	1,130	88	457	16	51	0	0	8	28	0	1
	%	100.00%	13.52%	86.46%	00.98%	04.75%	07.06%	55.39%	04.31%	22.40%	00.78%	02.50%	00.00%	00.00%	00.39%	01.37%	00.00%	00.05%
0675 RCLF		100.00%	09.05%	90.95%	01.38%	08.29%	04.67%	63.50%	01.91%	14.31%	00.81%	02.50%	00.05%	00.12%	00.11%	01.56%	00.12%	00.67%

0905 General Attorney	#	850	409	441	6	13	359	323	28	82	14	21	0	0	2	2	0	0
	%	100.00%	48.13%	51.89%	00.71%	01.53%	42.24%	38.00%	03.29%	09.65%	01.65%	02.47%	00.00%	00.00%	00.24%	00.24%	00.00%	00.00%
0905 RCLF		100.00%	71.33%	28.67%	02.05%	01.24%	65.22%	23.93%	02.05%	01.93%	01.37%	01.15%	00.02%	00.01%	00.30%	00.18%	00.32%	00.23%
0986 Legal Assistance	#	132	22	110	0	4	10	47	12	56	0	2	0	0	0	0	0	1
	%	100.00%	16.67%	83.34%	00.00%	03.03%	07.58%	35.61%	09.09%	42.42%	00.00%	01.52%	00.00%	00.00%	00.00%	00.00%	00.00%	00.76%
0986 RCLF		99.99%	26.70%	73.29%	01.91%	05.48%	20.75%	58.05%	02.25%	06.35%	01.14%	01.97%	00.02%	00.06%	00.32%	00.85%	00.31%	00.53%
0996 Veterans Claims Examining	#	8,799	3,891	4,908	243	251	2,654	3,004	749	1,383	139	127	0	0	83	114	23	29
	%	100.00%	44.21%	55.78%	02.76%	02.85%	30.16%	34.14%	08.51%	15.72%	01.58%	01.44%	00.00%	00.00%	00.94%	01.30%	00.26%	00.33%
0996 RCLF		99.99%	35.76%	64.23%	02.01%	04.24%	29.28%	45.46%	03.01%	11.48%	00.99%	01.99%	00.02%	00.08%	00.21%	00.48%	00.24%	00.50%
0998 Claims Assistance and Examining	#	1,648	653	995	52	58	353	508	199	382	31	30	0	0	7	10	11	7
	%	100.00%	39.63%	60.38%	03.16%	03.52%	21.42%	30.83%	12.08%	23.18%	01.88%	01.82%	00.00%	00.00%	00.42%	00.61%	00.67%	00.42%
0998 RCLF		100.00%	26.60%	73.40%	02.30%	05.77%	19.74%	54.68%	02.79%	09.02%	01.19%	02.48%	00.03%	00.09%	00.29%	00.74%	00.26%	00.62%
1101 General Business and Industry	#	416	231	185	15	10	173	135	32	28	9	5	0	0	1	5	1	2
	%	100.00%	55.53%	44.46%	03.61%	02.40%	41.59%	32.45%	07.69%	06.73%	02.16%	01.20%	00.00%	00.00%	00.24%	01.20%	00.24%	00.48%
1101 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
1165 Loan Specialist	#	498	204	294	9	14	152	184	38	85	1	8	0	0	1	1	3	2
	%	100.00%	40.96%	59.04%	01.81%	02.81%	30.52%	36.95%	07.63%	17.07%	00.20%	01.61%	00.00%	00.00%	00.20%	00.20%	00.60%	00.40%
1165 RCLF		100.02%	44.69%	55.33%	02.80%	04.31%	36.99%	42.64%	03.07%	05.43%	01.29%	02.00%	00.04%	00.08%	00.22%	00.38%	00.28%	00.49%
1171 Appraising	#	175	130	45	7	2	111	33	9	9	3	1	0	0	0	0	0	0
	%	100.00%	74.28%	25.71%	04.00%	01.14%	63.43%	18.86%	05.14%	05.14%	01.71%	00.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1171 RCLF		100.02%	66.71%	33.31%	01.65%	01.24%	61.19%	29.43%	01.88%	01.55%	01.09%	00.59%	00.03%	00.01%	00.53%	00.25%	00.34%	00.24%
1630 Cemetery Administration	#	92	66	26	3	2	48	14	10	9	1	1	0	0	4	0	0	0
	%	100.00%	71.74%	28.26%	03.26%	02.17%	52.17%	15.22%	10.87%	09.78%	01.09%	01.09%	00.00%	00.00%	04.35%	00.00%	00.00%	00.00%
1630 RCLF		100.02%	48.67%	51.35%	03.47%	04.16%	39.86%	40.91%	03.12%	04.17%	01.31%	01.02%	00.06%	00.05%	00.42%	00.63%	00.43%	00.41%
1811 Criminal Investigating	#	55	51	4	3	0	34	2	12	2	2	0	0	0	0	0	0	0
	%	100.00%	92.73%	07.28%	05.45%	00.00%	61.82%	03.64%	21.82%	03.64%	03.64%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1811 RCLF		100.00%	78.98%	21.02%	07.07%	02.01%	62.34%	14.68%	07.02%	03.56%	01.19%	00.40%	00.07%	00.00%	00.72%	00.21%	00.57%	00.16%
2210 Information Technology Management	#	5,613	3,892	1,721	260	77	2,748	1,188	586	329	237	110	0	0	45	11	16	6
	%	100.00%	69.34%	30.67%	04.63%	01.37%	48.96%	21.17%	10.44%	05.86%	04.22%	01.96%	00.00%	00.00%	00.80%	00.20%	00.29%	00.11%
2210 RCLF		99.99%	66.77%	33.22%	03.14%	01.55%	50.42%	24.73%	04.35%	03.50%	07.61%	02.97%	00.05%	00.02%	00.46%	00.20%	00.74%	00.25%
4754 Cemetery	#	500	488	12	56	1	322	8	87	1	14	0	0	0	5	2	4	0

Caretaking	%	100.00%	97.60%	02.40%	11.20%	00.20%	64.40%	01.60%	17.40%	00.20%	02.80%	00.00%	00.00%	00.00%	01.00%	00.40%	00.80%	00.00%
4754 RCLF		100.01%	92.45%	07.56%	28.66%	01.09%	51.32%	05.44%	08.91%	00.62%	01.38%	00.15%	00.22%	00.02%	01.15%	00.16%	00.81%	00.08%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

This fixed list of major occupations was identified by ODI.

RCLF comparisons are based on 2000 Census National data.

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability FY 2008

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
0083 Police	#	2,791	2,368	187	233	3	0	1	0	1	0	1	0	0	0
	%	100.00%	84.84%	06.70%	08.35%	00.11%	00.00%	00.04%	00.00%	00.04%	00.00%	00.04%	00.00%	00.00%	00.00%
0101 Social Science	#	1,946	1,276	216	387	67	1	11	8	9	8	3	1	24	2
	%	100.00%	65.57%	11.10%	19.89%	03.44%	00.05%	00.57%	00.41%	00.46%	00.41%	00.15%	00.05%	01.23%	00.10%
0201 Human Resources Management	#	2,020	1,490	321	186	23	1	6	1	2	0	8	0	5	0
	%	100.00%	73.76%	15.89%	09.21%	01.14%	00.05%	00.30%	00.05%	00.10%	00.00%	00.40%	00.00%	00.25%	00.00%
0260 Equal Employment Opportunity	#	233	147	53	27	6	0	1	0	1	1	0	0	2	1
	%	100.00%	63.09%	22.75%	11.59%	02.58%	00.00%	00.43%	00.00%	00.43%	00.43%	00.00%	00.00%	00.86%	00.43%
0301 Miscellaneous Administration and Program	#	5,542	3,629	1,348	507	58	1	3	5	11	4	11	0	22	1
	%	100.00%	65.48%	24.32%	09.15%	01.05%	00.02%	00.05%	00.09%	00.20%	00.07%	00.20%	00.00%	00.40%	00.02%
0340 Program Management	#	544	354	151	34	5	0	0	1	3	0	0	0	1	0
	%	100.00%	65.07%	27.76%	06.25%	00.92%	00.00%	00.00%	00.18%	00.55%	00.00%	00.00%	00.00%	00.18%	00.00%
0343 Management and Program Analysis	#	3,146	2,184	676	252	34	3	10	4	6	0	2	0	9	0
	%	100.00%	69.42%	21.49%	08.01%	01.08%	00.10%	00.32%	00.13%	00.19%	00.00%	00.06%	00.00%	00.29%	00.00%
0501 Financial Administration and Program	#	385	276	79	27	3	1	0	0	0	0	1	0	1	0
	%	100.00%	71.69%	20.52%	07.01%	00.78%	00.26%	00.00%	00.00%	00.00%	00.00%	00.26%	00.00%	00.26%	00.00%
0511 Auditing	#	134	91	21	18	4	1	0	0	0	0	1	0	2	0

	%	100.00%	67.91%	15.67%	13.43%	02.99%	00.75%	00.00%	00.00%	00.00%	00.00%	00.75%	00.00%	01.49%	00.00%
0602 Medical Officer	#	14,849	12,244	1,994	535	76	1	2	5	16	8	12	0	30	2
	%	100.00%	82.46%	13.43%	03.60%	00.51%	00.01%	00.01%	00.03%	00.11%	00.05%	00.08%	00.00%	00.20%	00.01%
0610 Nurse	#	44,027	34,550	7,219	2,045	213	6	24	6	4	1	43	1	118	10
	%	100.00%	78.47%	16.40%	04.64%	00.48%	00.01%	00.05%	00.01%	00.01%	00.00%	00.10%	00.00%	00.27%	00.02%
0620 Practical Nurse	#	11,441	9,399	1,263	700	79	1	14	1	1	1	17	0	41	3
	%	100.00%	82.15%	11.04%	06.12%	00.69%	00.01%	00.12%	00.01%	00.01%	00.01%	00.15%	00.00%	00.36%	00.03%
0621 Nursing Assistant	#	9,062	7,133	1,244	569	116	0	18	4	5	2	20	13	53	1
	%	100.00%	78.71%	13.73%	06.28%	01.28%	00.00%	00.20%	00.04%	00.06%	00.02%	00.22%	00.14%	00.58%	00.01%
0644 Medical Technologist	#	4,082	2,907	969	170	36	5	2	4	4	0	8	0	12	1
	%	100.00%	71.22%	23.74%	04.16%	00.88%	00.12%	00.05%	00.10%	00.10%	00.00%	00.20%	00.00%	00.29%	00.02%
0647 Diagnostic Radiologic Technologist	#	2,622	2,025	431	145	21	1	1	0	1	0	10	0	8	0
	%	100.00%	77.23%	16.44%	05.53%	00.80%	00.04%	00.04%	00.00%	00.04%	00.00%	00.38%	00.00%	00.31%	00.00%
0660 Pharmacist	#	5,559	4,582	787	174	16	1	0	2	3	0	5	0	5	0
	%	100.00%	82.42%	14.16%	03.13%	00.29%	00.02%	00.00%	00.04%	00.05%	00.00%	00.09%	00.00%	00.09%	00.00%
0675 Medical Records Technician	#	2,040	1,499	310	194	37	7	5	4	3	0	2	1	15	0
	%	100.00%	73.48%	15.20%	09.51%	01.81%	00.34%	00.25%	00.20%	00.15%	00.00%	00.10%	00.05%	00.74%	00.00%
0905 General Attorney	#	850	661	128	55	6	0	1	1	2	0	0	0	0	2
	%	100.00%	77.76%	15.06%	06.47%	00.71%	00.00%	00.12%	00.12%	00.24%	00.00%	00.00%	00.00%	00.00%	00.24%
0986 Legal Assistance	#	132	86	31	13	2	0	0	0	0	0	1	0	1	0
	%	100.00%	65.15%	23.48%	09.85%	01.52%	00.00%	00.00%	00.00%	00.00%	00.00%	00.76%	00.00%	00.76%	00.00%
0996 Veterans Claims Examining	#	8,799	6,395	1,032	1,230	142	8	7	12	20	8	19	0	64	4
	%	100.00%	72.68%	11.73%	13.98%	01.61%	00.09%	00.08%	00.14%	00.23%	00.09%	00.22%	00.00%	00.73%	00.05%
0998 Claims Assistance and Examining	#	1,648	1,117	188	281	62	17	1	2	2	3	7	0	29	1
	%	100.00%	67.78%	11.41%	17.05%	03.76%	01.03%	00.06%	00.12%	00.12%	00.18%	00.42%	00.00%	01.76%	00.06%
1101 General Business and Industry	#	416	337	49	28	2	0	1	0	0	0	1	0	0	0
	%	100.00%	81.01%	11.78%	06.73%	00.48%	00.00%	00.24%	00.00%	00.00%	00.00%	00.24%	00.00%	00.00%	00.00%
1165 Loan Specialist	#	498	322	104	64	8	1	1	0	1	1	2	0	2	0
	%	100.00%	64.66%	20.88%	12.85%	01.61%	00.20%	00.20%	00.00%	00.20%	00.20%	00.40%	00.00%	00.40%	00.00%
1171 Appraising	#	175	107	36	29	3	0	0	1	0	0	2	0	0	0
	%	100.00%	61.14%	20.57%	16.57%	01.71%	00.00%	00.00%	00.57%	00.00%	00.00%	01.14%	00.00%	00.00%	00.00%

1630 Cemetery Administration	#	92	74	11	7	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.43%	11.96%	07.61%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1811 Criminal Investigating	#	55	43	12	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	78.18%	21.82%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
2210 Information Technology Management	#	5,613	3,846	1,065	614	88	11	12	3	12	6	20	0	21	3	
	%	100.00%	68.52%	18.97%	10.94%	01.57%	00.20%	00.21%	00.05%	00.21%	00.11%	00.36%	00.00%	00.37%	00.05%	
4754 Cemetery Caretaking	#	500	397	41	52	10	0	0	0	0	0	2	2	6	0	
	%	100.00%	79.40%	08.20%	10.40%	02.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.40%	00.40%	01.20%	00.00%	

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

This fixed list of major occupations was identified by ODI.

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2008

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
0083 Police																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	557	515	42	55	2	313	28	116	10	19	0	0	0	9	2	3	0
	%	100.01%	92.46%	07.55%	09.87%	00.36%	56.19%	05.03%	20.83%	01.80%	03.41%	00.00%	00.00%	00.00%	01.62%	00.36%	00.54%	00.00%
0083 RCLF		100.00%	86.90%	13.10%	07.37%	01.34%	67.63%	08.40%	08.89%	02.90%	01.27%	00.15%	00.11%	00.01%	01.05%	00.17%	00.58%	00.13%
0101 Social Science																		
Total	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Received																		
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	234	118	116	9	1	73	80	28	29	3	5	0	0	4	0	1	1
	%	100.02%	50.44%	49.58%	03.85%	00.43%	31.20%	34.19%	11.97%	12.39%	01.28%	02.14%	00.00%	00.00%	01.71%	00.00%	00.43%	00.43%
0101 RCLF		100.00%	50.08%	49.92%	01.90%	02.21%	42.05%	40.41%	02.44%	03.83%	02.06%	02.30%	00.08%	00.03%	00.69%	00.66%	00.86%	00.48%
0201 Human Resources Management																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	244	83	161	2	4	50	86	26	60	3	3	0	0	2	5	0	3
	%	100.01%	34.02%	65.99%	00.82%	01.64%	20.49%	35.25%	10.66%	24.59%	01.23%	01.23%	00.00%	00.00%	00.82%	02.05%	00.00%	01.23%
0201 RCLF		100.00%	33.33%	66.67%	02.73%	05.03%	25.48%	49.90%	03.65%	08.58%	00.83%	01.88%	00.05%	00.08%	00.32%	00.69%	00.27%	00.51%
0260 Equal Employment Opportunity																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	12	4	8	0	0	1	4	3	4	0	0	0	0	0	0	0	0
	%	99.99%	33.33%	66.66%	00.00%	00.00%	08.33%	33.33%	25.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0260 RCLF		99.99%	52.89%	47.10%	04.17%	03.52%	41.32%	34.08%	04.53%	07.03%	01.77%	01.51%	00.06%	00.05%	00.67%	00.59%	00.37%	00.32%
0301 Miscellaneous Administration and Program																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Identified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	344	169	175	9	7	123	103	31	50	3	10	0	0	0	3	3	2
	%	99.99%	49.13%	50.86%	02.62%	02.03%	35.76%	29.94%	09.01%	14.53%	00.87%	02.91%	00.00%	00.00%	00.00%	00.87%	00.87%	00.58%
0301 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0340 Program Management																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	17	12	5	0	0	9	3	3	2	0	0	0	0	0	0	0	0
	%	100.00%	70.59%	29.41%	00.00%	00.00%	52.94%	17.65%	17.65%	11.76%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0340 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0343 Management and Program Analysis																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	207	100	107	6	4	69	75	20	23	2	3	0	0	3	2	0	0
	%	100.00%	48.31%	51.69%	02.90%	01.93%	33.33%	36.23%	09.66%	11.11%	00.97%	01.45%	00.00%	00.00%	01.45%	00.97%	00.00%	00.00%
0343 RCLF		99.99%	61.37%	38.62%	01.97%	01.62%	52.49%	31.11%	02.55%	03.33%	03.53%	01.99%	00.03%	00.03%	00.30%	00.25%	00.50%	00.29%
0501 Financial Administration and Program																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

those Identified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	20	7	13	0	1	5	6	1	5	1	1	0	0	0	0	0	0
	%	100.00%	35.00%	65.00%	00.00%	05.00%	25.00%	30.00%	05.00%	25.00%	05.00%	05.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0501 RCLF		100.00%	43.01%	56.99%	03.60%	05.61%	32.99%	40.98%	03.86%	06.81%	01.73%	02.69%	00.06%	00.09%	00.38%	00.38%	00.39%	00.43%
0511 Auditing																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	17	7	10	0	1	3	5	3	4	1	0	0	0	0	0	0	0
	%	100.00%	41.18%	58.82%	00.00%	05.88%	17.65%	29.41%	17.65%	23.53%	05.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0511 RCLF		100.00%	43.00%	57.00%	02.03%	03.10%	35.05%	42.80%	02.57%	05.35%	02.81%	04.84%	00.03%	00.06%	00.19%	00.42%	00.32%	00.43%
0602 Medical Officer																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	2,114	1,359	755	54	37	994	448	61	58	214	178	0	0	34	32	2	2
	%	99.98%	64.28%	35.70%	02.55%	01.75%	47.02%	21.19%	02.89%	02.74%	10.12%	08.42%	00.00%	00.00%	01.61%	01.51%	00.09%	00.09%
0602 RCLF		100.02%	73.22%	26.80%	03.71%	01.42%	55.88%	17.76%	02.64%	01.88%	10.04%	05.30%	00.03%	00.01%	00.20%	00.11%	00.72%	00.32%
0610 Nurse																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of	#	3,338	520	2,818	31	87	397	2,003	50	512	29	160	0	0	10	46	3	10

those Identified	%	100.01%	15.58%	84.43%	00.93%	02.61%	11.89%	60.01%	01.50%	15.34%	00.87%	04.79%	00.00%	00.00%	00.30%	01.38%	00.09%	00.30%
0610 RCLF		99.99%	07.55%	92.44%	00.40%	02.89%	05.76%	74.66%	00.64%	08.19%	00.58%	05.32%	00.01%	00.05%	00.07%	00.68%	00.09%	00.65%
0620 Practical Nurse																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	1,107	168	939	13	42	101	602	42	259	9	19	0	0	3	13	0	4
	%	99.98%	15.16%	84.82%	01.17%	03.79%	09.12%	54.38%	03.79%	23.40%	00.81%	01.72%	00.00%	00.00%	00.27%	01.17%	00.00%	00.36%
0620 RCLF		100.00%	07.04%	92.96%	00.75%	05.02%	04.05%	64.31%	01.62%	19.32%	00.36%	02.14%	00.01%	00.08%	00.11%	01.20%	00.14%	00.89%
0621 Nursing Assistant																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	1,410	361	1,049	25	37	150	421	165	534	9	31	0	0	9	20	3	6
	%	100.00%	25.60%	74.40%	01.77%	02.62%	10.64%	29.86%	11.70%	37.87%	00.64%	02.20%	00.00%	00.00%	00.64%	01.42%	00.21%	00.43%
0621 RCLF		100.00%	12.20%	87.80%	01.34%	09.13%	06.19%	45.73%	03.50%	27.66%	00.72%	02.48%	00.03%	00.13%	00.19%	01.32%	00.23%	01.35%
0644 Medical Technologist																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	271	60	211	3	17	41	124	7	25	8	38	0	0	1	6	0	1
	%	100.00%	22.14%	77.86%	01.11%	06.27%	15.13%	45.76%	02.58%	09.23%	02.95%	14.02%	00.00%	00.00%	00.37%	02.21%	00.00%	00.37%
0644 RCLF		100.01%	26.14%	73.87%	02.08%	03.65%	17.02%	53.80%	02.85%	08.27%	03.60%	07.00%	00.03%	00.04%	00.18%	00.54%	00.38%	00.57%

0647 Diagnostic Radiologic Technologist																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	196	84	112	3	6	54	87	18	14	9	3	0	0	0	2	0	0
	%	99.99%	42.85%	57.14%	01.53%	03.06%	27.55%	44.39%	09.18%	07.14%	04.59%	01.53%	00.00%	00.00%	00.00%	01.02%	00.00%	00.00%
0647 RCLF		100.01%	28.35%	71.66%	02.78%	03.07%	20.46%	61.22%	02.56%	04.99%	01.93%	01.45%	00.05%	00.03%	00.24%	00.53%	00.33%	00.37%
0660 Pharmacist																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	549	164	385	8	21	123	248	9	47	21	59	0	0	3	10	0	0
	%	100.01%	29.88%	70.13%	01.46%	03.83%	22.40%	45.17%	01.64%	08.56%	03.83%	10.75%	00.00%	00.00%	00.55%	01.82%	00.00%	00.00%
0660 RCLF		99.99%	53.53%	46.46%	01.43%	01.78%	44.57%	34.37%	02.14%	03.01%	04.73%	06.73%	00.02%	00.02%	00.23%	00.16%	00.41%	00.39%
0675 Medical Records Technician																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	134	11	123	0	4	6	83	4	31	0	3	0	0	1	2	0	0
	%	100.01%	08.22%	91.79%	00.00%	02.99%	04.48%	61.94%	02.99%	23.13%	00.00%	02.24%	00.00%	00.00%	00.75%	01.49%	00.00%	00.00%
0675 RCLF		100.00%	09.05%	90.95%	01.38%	08.29%	04.67%	63.50%	01.91%	14.31%	00.81%	02.50%	00.05%	00.12%	00.11%	01.56%	00.12%	00.67%
0905 General Attorney																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	122	50	72	2	1	38	57	4	12	5	2	0	0	1	0	0	0
	%	100.01%	40.99%	59.02%	01.64%	00.82%	31.15%	46.72%	03.28%	09.84%	04.10%	01.64%	00.00%	00.00%	00.82%	00.00%	00.00%	00.00%
0905 RCLF		100.00%	71.33%	28.67%	02.05%	01.24%	65.22%	23.93%	02.05%	01.93%	01.37%	01.15%	00.02%	00.01%	00.30%	00.18%	00.32%	00.23%
0986 Legal Assistance																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	20	7	13	0	1	5	5	2	7	0	0	0	0	0	0	0	0
	%	100.00%	35.00%	65.00%	00.00%	05.00%	25.00%	25.00%	10.00%	35.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0986 RCLF		99.99%	26.70%	73.29%	01.91%	05.48%	20.75%	58.05%	02.25%	06.35%	01.14%	01.97%	00.02%	00.06%	00.32%	00.85%	00.31%	00.53%
0996 Veterans Claims Examining																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	1,893	937	956	31	24	660	609	184	255	25	32	0	0	31	28	6	8
	%	100.01%	49.51%	50.50%	01.64%	01.27%	34.87%	32.17%	09.72%	13.47%	01.32%	01.69%	00.00%	00.00%	01.64%	01.48%	00.32%	00.42%
0996 RCLF		99.99%	35.76%	64.23%	02.01%	04.24%	29.28%	45.46%	03.01%	11.48%	00.99%	01.99%	00.02%	00.08%	00.21%	00.48%	00.24%	00.50%
0998 Claims Assistance and Examining																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	278	139	139	4	12	84	65	40	54	6	4	0	0	3	2	2	2
	%	100.01%	50.01%	50.00%	01.44%	04.32%	30.22%	23.38%	14.39%	19.42%	02.16%	01.44%	00.00%	00.00%	01.08%	00.72%	00.72%	00.72%
0998 RCLF		100.00%	26.60%	73.40%	02.30%	05.77%	19.74%	54.68%	02.79%	09.02%	01.19%	02.48%	00.03%	00.09%	00.29%	00.74%	00.26%	00.62%
1101 General Business and Industry																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	69	44	25	3	1	35	17	5	6	0	1	0	0	0	0	1	0
	%	100.01%	63.77%	36.24%	04.35%	01.45%	50.72%	24.64%	07.25%	08.70%	00.00%	01.45%	00.00%	00.00%	00.00%	00.00%	01.45%	00.00%
1101 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
1165 Loan Specialist																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	41	23	18	0	0	21	10	2	6	0	2	0	0	0	0	0	0
	%	100.00%	56.10%	43.90%	00.00%	00.00%	51.22%	24.39%	04.88%	14.63%	00.00%	04.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1165 RCLF		100.02%	44.69%	55.33%	02.80%	04.31%	36.99%	42.64%	03.07%	05.43%	01.29%	02.00%	00.04%	00.08%	00.22%	00.38%	00.28%	00.49%
1171 Appraising																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Selected of those Identified	#	15	12	3	1	0	10	3	1	0	0	0	0	0	0	0	0	0
	%	100.01%	80.01%	20.00%	06.67%	00.00%	66.67%	20.00%	06.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1171 RCLF		100.02%	66.71%	33.31%	01.65%	01.24%	61.19%	29.43%	01.88%	01.55%	01.09%	00.59%	00.03%	00.01%	00.53%	00.25%	00.34%	00.24%
1630 Cemetery Administration																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	7	5	2	0	0	4	1	1	1	0	0	0	0	0	0	0	0
	%	100.01%	71.43%	28.58%	00.00%	00.00%	57.14%	14.29%	14.29%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1630 RCLF		100.02%	48.67%	51.35%	03.47%	04.16%	39.86%	40.91%	03.12%	04.17%	01.31%	01.02%	00.06%	00.05%	00.42%	00.63%	00.43%	00.41%
1811 Criminal Investigating																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	7	7	0	1	0	4	0	1	0	1	0	0	0	0	0	0	0
	%	100.01%	100.01%	00.00%	14.29%	00.00%	57.14%	00.00%	14.29%	00.00%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1811 RCLF		100.00%	78.98%	21.02%	07.07%	02.01%	62.34%	14.68%	07.02%	03.56%	01.19%	00.40%	00.07%	00.00%	00.72%	00.21%	00.57%	00.16%
2210 Information Technology Management																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	439	335	104	18	3	222	70	61	21	25	9	0	0	6	1	3	0
	%	100.00%	76.31%	23.69%	04.10%	00.68%	50.57%	15.95%	13.90%	04.78%	05.69%	02.05%	00.00%	00.00%	01.37%	00.23%	00.68%	00.00%

2210 RCLF		99.99%	66.77%	33.22%	03.14%	01.55%	50.42%	24.73%	04.35%	03.50%	07.61%	02.97%	00.05%	00.02%	00.46%	00.20%	00.74%	00.25%
4754 Cemetery Caretaking																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	56	53	3	2	0	40	3	6	0	2	0	0	0	2	0	1	0
	%	100.00%	94.64%	05.36%	03.57%	00.00%	71.43%	05.36%	10.71%	00.00%	03.57%	00.00%	00.00%	00.00%	03.57%	00.00%	01.79%	00.00%
4754 RCLF		100.01%	92.45%	07.56%	28.66%	01.09%	51.32%	05.44%	08.91%	00.62%	01.38%	00.15%	00.22%	00.02%	01.15%	00.16%	00.81%	00.08%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

This fixed list of major occupations was identified by ODI.

RCLF comparisons are based on 2000 Census National data.

Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability FY 2008

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Schedule A															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	215	161	4	33	17	2	5	2	3	1	1	0	2	1
	%	100.00.%	74.88.%	01.86.%	15.35.%	07.91.%	00.93.%	02.33.%	00.93.%	01.40.%	00.47.%	00.47.%	00.00.%	00.93.%	00.47.%
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	31,670	27,380	1,038	2,817	435	3	35	14	28	13	39	3	297	3

	%	100.00.%	86.45.%	03.28.%	08.89.%	01.37.%	00.01.%	00.11.%	00.04.%	00.09.%	00.04.%	00.12.%	00.01.%	00.94.%	00.01.%
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Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

This fixed list of major occupations was identified by ODI.

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2008

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent	#	31,417	14,104	17,313	888	822	8,559	10,621	3,653	4,554	669	892	0	0	267	342	68	82
	%	100.02%	44.90%	55.12%	02.83%	02.62%	27.24%	33.81%	11.63%	14.50%	02.13%	02.84%	00.00%	00.00%	00.85%	01.09%	00.22%	00.26%
Temporary	#	20,360	6,031	14,329	353	729	3,935	9,069	1,025	2,968	583	1,278	0	0	108	240	27	45
	%	99.99%	29.61%	70.38%	01.73%	03.58%	19.33%	44.54%	05.03%	14.58%	02.86%	06.28%	00.00%	00.00%	00.53%	01.18%	00.13%	00.22%
Non-Appropriated	#	1,386	494	892	53	99	209	414	201	327	17	36	0	0	11	12	3	4
	%	100.00%	35.64%	64.36%	03.82%	07.14%	15.08%	29.87%	14.50%	23.59%	01.23%	02.60%	00.00%	00.00%	00.79%	00.87%	00.22%	00.29%
TOTAL	#	53,163	20,629	32,534	1,294	1,650	12,703	20,104	4,879	7,849	1,269	2,206	0	0	386	594	98	131
	%	100.00%	38.80%	61.20%	02.43%	03.10%	23.89%	37.82%	09.18%	14.76%	02.39%	04.15%	00.00%	00.00%	00.73%	01.12%	00.18%	00.25%
RCLF	%	95.89%	32.05%	63.84%	03.30%	04.54%	22.96%	46.81%	03.12%	08.33%	02.09%	03.03%	00.00%	00.00%	00.28%	00.61%	00.30%	00.52%

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status and excluding medical and Manila residents.

RCLF comparisons are based on 2000 Census National data.

Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Disability FY 2008

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Permanent	#	31,417	27,134	1,024	2,813	446	5	40	16	30	14	38	2	297	4

	%	100.00.%	86.37.%	03.26.%	08.95.%	01.42.%	00.02.%	00.13.%	00.05.%	00.10.%	00.04.%	00.12.%	00.01.%	00.95.%	00.01.%
Temporary	#	20,360	18,737	435	1,022	166	13	21	6	10	5	15	0	93	3
	%	100.00.%	92.03.%	02.14.%	05.02.%	00.82.%	00.06.%	00.10.%	00.03.%	00.05.%	00.02.%	00.07.%	00.00.%	00.46.%	00.01.%
Non-Appropriated	#	1,386	1,228	39	99	20	1	1	0	2	0	3	1	11	1
	%	100.00.%	88.60.%	02.81.%	07.14.%	01.44.%	00.07.%	00.07.%	00.00.%	00.14.%	00.00.%	00.22.%	00.07.%	00.79.%	00.07.%
TOTAL	#	53,163	47,099	1,498	3,934	632	19	62	22	42	19	56	3	401	8
	%	100.00.%	88.59.%	02.82.%	07.40.%	01.19.%	00.04.%	00.12.%	00.04.%	00.08.%	00.04.%	00.11.%	00.01.%	00.75.%	00.02.%
Prior Year	%	100.00.%	88.78.%	02.40.%	07.55.%	01.27.%	00.03.%	00.11.%	00.06.%	00.08.%	00.04.%	00.10.%	00.01.%	00.83.%	00.01.%

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status and excluding medical and Manila residents.

Table A9: EMPLOYEE PROMOTIONS - Title 38 Nurse Grade 2-5 Permanent Workforce - by Race/Ethnicity and Sex FY 2008

Occupations: 0610

VA-wide		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE=1 Onboard - Promotions to 2																		
ONBOARD	#	6,977	1,330	5,647	119	304	910	3,683	151	1,085	129	481	0	0	12	70	9	24
	%	99.99%	19.06%	80.93%	01.71%	04.36%	13.04%	52.79%	02.16%	15.55%	01.85%	06.89%	00.00%	00.00%	00.17%	01.00%	00.13%	00.34%
PROMOTED	#	1,320	244	1,076	20	52	181	768	24	163	17	80	0	0	1	11	1	2
	%	100.01%	18.50%	81.51%	01.52%	03.94%	13.71%	58.18%	01.82%	12.35%	01.29%	06.06%	00.00%	00.00%	00.08%	00.83%	00.08%	00.15%
EXPECTED	#	1,320	252	1,068	23	58	172	697	29	205	24	91	0	0	2	13	2	4
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	21,029	3,352	17,677	342	1,161	2,400	10,766	284	2,945	280	2,643	0	0	38	143	8	19
	%	100.00%	15.94%	84.06%	01.63%	05.52%	11.41%	51.20%	01.35%	14.00%	01.33%	12.57%	00.00%	00.00%	00.18%	00.68%	00.04%	00.09%
PROMOTED	#	588	71	517	5	12	55	378	6	96	5	25	0	0	0	3	0	3
	%	100.00%	12.07%	87.93%	00.85%	02.04%	09.35%	64.29%	01.02%	16.33%	00.85%	04.25%	00.00%	00.00%	00.00%	00.51%	00.00%	00.51%
EXPECTED	#	588	94	494	10	32	67	301	8	82	8	74	0	0	1	4	0	1
GRADE=3 Onboard - Promotions to 4																		

ONBOARD	#	10,467	1,233	9,234	94	380	997	7,003	79	1,279	50	510	0	0	12	53	1	9
	%	100.01%	11.78%	88.23%	00.90%	03.63%	09.53%	66.91%	00.75%	12.22%	00.48%	04.87%	00.00%	00.00%	00.11%	00.51%	00.01%	00.09%
PROMOTED	#	103	5	98	0	0	5	75	0	20	0	3	0	0	0	0	0	0
	%	100.00%	04.85%	95.15%	00.00%	00.00%	04.85%	72.82%	00.00%	19.42%	00.00%	02.91%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	103	12	91	1	4	10	69	1	13	0	5	0	0	0	1	0	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	655	46	609	0	19	40	472	4	93	1	22	0	0	1	2	0	1
	%	100.00%	07.02%	92.98%	00.00%	02.90%	06.11%	72.06%	00.61%	14.20%	00.15%	03.36%	00.00%	00.00%	00.15%	00.31%	00.00%	00.15%
PROMOTED	#	13	2	11	0	0	2	11	0	0	0	0	0	0	0	0	0	0
	%	100.00%	15.38%	84.62%	00.00%	00.00%	15.38%	84.62%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	13	1	12	0	0	1	9	0	2	0	0	0	0	0	0	0	0
TOTAL Grade 1-4 Onboard - Promotions to 2-5																		
ONBOARD	#	39,128	5,961	33,167	555	1,864	4,347	21,924	518	5,402	460	3,656	0	0	63	268	18	53
	%	100.00%	15.24%	84.76%	01.42%	04.76%	11.11%	56.03%	01.32%	13.81%	01.18%	09.34%	00.00%	00.00%	00.16%	00.68%	00.05%	00.14%
PROMOTED	#	2,024	322	1,702	25	64	243	1,232	30	279	22	108	0	0	1	14	1	5
	%	100.01%	15.92%	84.09%	01.24%	03.16%	12.01%	60.87%	01.48%	13.78%	01.09%	05.34%	00.00%	00.00%	00.05%	00.69%	00.05%	00.25%
EXPECTED	#	2,024	308	1,716	29	96	225	1,134	27	280	24	189	0	0	3	14	1	3

Data shown includes full-time, part-time, and intermittent Title 38 Nurse Grade 2-5 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table B9: EMPLOYEE PROMOTIONS - Title 38 Nurse Grade 2-5 Permanent Workforce - by Disability FY 2008

Occupations: 0610

VA-wide	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of

															Limb/Spine
GRADE=1 Onboard - Promotions to 2															
ONBOARD	#	6,977	6,364	214	358	41	0	5	0	0	1	8	0	27	0
	%	100.00%	91.21%	03.07%	05.13%	00.59%	00.00%	00.07%	00.00%	00.00%	00.01%	00.11%	00.00%	00.39%	00.00%
PROMOTED	#	1,320	1,232	21	62	5	0	1	0	0	0	0	0	4	0
	%	100.00%	93.33%	01.59%	04.70%	00.38%	00.00%	00.08%	00.00%	00.00%	00.00%	00.00%	00.00%	00.30%	00.00%
EXPECTED	#	1,320	1,204	41	68	8	--	--	--	--	--	--	--	--	--
GRADE=2 Onboard - Promotions to 3															
ONBOARD	#	21,029	15,937	4,017	973	102	1	16	4	1	0	23	1	51	5
	%	100.00%	75.79%	19.10%	04.63%	00.49%	00.00%	00.08%	00.02%	00.00%	00.00%	00.11%	00.00%	00.24%	00.02%
PROMOTED	#	588	508	40	36	4	0	1	0	0	0	1	0	2	0
	%	100.00%	86.39%	06.80%	06.12%	00.68%	00.00%	00.17%	00.00%	00.00%	00.00%	00.17%	00.00%	00.34%	00.00%
EXPECTED	#	588	446	112	27	3	--	--	--	--	--	--	--	--	--
GRADE=3 Onboard - Promotions to 4															
ONBOARD	#	10,467	6,876	3,093	457	41	1	4	1	2	0	13	0	17	3
	%	100.00%	65.69%	29.55%	04.37%	00.39%	00.01%	00.04%	00.01%	00.02%	00.00%	00.12%	00.00%	00.16%	00.03%
PROMOTED	#	103	75	21	7	0	0	0	0	0	0	0	0	0	0
	%	100.00%	72.82%	20.39%	06.80%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	103	68	30	5	0	--	--	--	--	--	--	--	--	--
GRADE=4 Onboard - Promotions to 5															
ONBOARD	#	655	355	275	21	4	1	2	0	0	0	0	0	0	1
	%	100.00%	54.20%	41.98%	03.21%	00.61%	00.15%	00.31%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.15%
PROMOTED	#	13	8	4	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	61.54%	30.77%	07.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	13	7	5	0	0	--	--	--	--	--	--	--	--	--
TOTAL Grade 1-4 Onboard - Promotions to 2-5															
ONBOARD	#	39,128	29,532	7,599	1,809	188	3	27	5	3	1	44	1	95	9
	%	100.00%	75.48%	19.42%	04.62%	00.48%	00.01%	00.07%	00.01%	00.01%	00.00%	00.11%	00.00%	00.24%	00.02%
PROMOTED	#	2,024	1,823	86	106	9	0	2	0	0	0	1	0	6	0
	%	100.00%	90.07%	04.25%	05.24%	00.44%	00.00%	00.10%	00.00%	00.00%	00.00%	00.05%	00.00%	00.30%	00.00%
EXPECTED	#	2,024	1,528	393	94	10	--	--	--	--	--	--	--	--	--

Data shown includes full-time, part-time, and intermittent Title 38 Nurse Grade 2-5 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table C9: EMPLOYEE PROMOTIONS - Title 38 Nurse Grade 2-5 Permanent Workforce - by Veterans Preference FY 2008

Occupations: 0610

VA-wide		TOTAL	Detail for Veterans Preference						
			None	5 Point	10 Point Disability	10 Point - <30% Disability	10 Point Other - Spouse, Widow, etc.	10 Point - >30% Disability	Unknown
GRADE=1 Onboard - Promotions to 2									
ONBOARD	#	6,977	5,933	456	3	13	8	37	527
	%	100.00%	85.04%	06.54%	00.04%	00.19%	00.11%	00.53%	07.55%
PROMOTED	#	1,320	1,123	84	0	4	1	8	100
	%	100.00%	85.08%	06.36%	00.00%	00.30%	00.08%	00.61%	07.58%
EXPECTED	#	1,320	1,123	86	1	3	1	7	100
GRADE=2 Onboard - Promotions to 3									
ONBOARD	#	21,029	17,647	1,627	24	74	36	117	1,504
	%	100.00%	83.92%	07.74%	00.11%	00.35%	00.17%	00.56%	07.15%
PROMOTED	#	588	472	52	1	2	2	4	55
	%	100.00%	80.27%	08.84%	00.17%	00.34%	00.34%	00.68%	09.35%
EXPECTED	#	588	493	46	1	2	1	3	42
GRADE=3 Onboard - Promotions to 4									
ONBOARD	#	10,467	8,772	806	14	35	12	78	750
	%	100.00%	83.81%	07.70%	00.13%	00.33%	00.11%	00.75%	07.17%
PROMOTED	#	103	82	12	0	0	0	0	9
	%	100.00%	79.61%	11.65%	00.00%	00.00%	00.00%	00.00%	08.74%
EXPECTED	#	103	86	8	0	0	0	1	7

GRADE=4 Onboard - Promotions to 5									
ONBOARD	#	655	553	53	0	4	0	5	40
	%	100.00%	84.43%	08.09%	00.00%	00.61%	00.00%	00.76%	06.11%
PROMOTED	#	13	11	2	0	0	0	0	0
	%	100.00%	84.62%	15.38%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	13	11	1	0	0	0	0	1
TOTAL Grade 1-4 Onboard - Promotions to 2-5									
ONBOARD	#	39,128	32,905	2,942	41	126	56	237	2,821
	%	100.00%	84.10%	07.52%	00.10%	00.32%	00.14%	00.61%	07.21%
PROMOTED	#	2,024	1,688	150	1	6	3	12	164
	%	100.00%	83.40%	07.41%	00.05%	00.30%	00.15%	00.59%	08.10%
EXPECTED	#	2,024	1,702	152	2	6	3	12	146

Data shown includes full-time, part-time, and intermittent Title 38 Nurse Grade 2-5 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A9: EMPLOYEE PROMOTIONS - Title 5 WG1 Grade 2-12 Permanent Workforce - by Race/Ethnicity and Sex FY 2008

Occupations: Includes all WG1 occupations.

VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GRADE=1 Onboard - Promotions to 2																		
ONBOARD	#	1,398	1,113	285	60	14	349	95	654	158	30	15	0	0	15	2	5	1
	%	99.99%	79.61%	20.38%	04.29%	01.00%	24.96%	06.80%	46.78%	11.30%	02.15%	01.07%	00.00%	00.00%	01.07%	00.14%	00.36%	00.07%

PROMOTED	#	1,130	903	227	54	16	300	86	517	112	14	8	0	0	15	3	3	2
	%	100.02%	79.92%	20.10%	04.78%	01.42%	26.55%	07.61%	45.75%	09.91%	01.24%	00.71%	00.00%	00.00%	01.33%	00.27%	00.27%	00.18%
EXPECTED	#	1,130	900	230	48	11	282	77	529	128	24	12	0	0	12	2	4	1
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	8,754	6,664	2,090	430	115	2,561	833	3,445	1,051	120	53	0	0	89	34	19	4
	%	100.02%	76.13%	23.89%	04.91%	01.31%	29.26%	09.52%	39.35%	12.01%	01.37%	00.61%	00.00%	00.00%	01.02%	00.39%	00.22%	00.05%
PROMOTED	#	699	523	176	37	14	159	68	292	82	17	6	0	0	11	6	7	0
	%	99.99%	74.81%	25.18%	05.29%	02.00%	22.75%	09.73%	41.77%	11.73%	02.43%	00.86%	00.00%	00.00%	01.57%	00.86%	01.00%	00.00%
EXPECTED	#	699	532	167	34	9	205	67	275	84	10	4	0	0	7	3	2	0
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	2,682	1,878	804	199	62	650	246	962	460	37	22	0	0	23	13	7	1
	%	100.00%	70.03%	29.97%	07.42%	02.31%	24.24%	09.17%	35.87%	17.15%	01.38%	00.82%	00.00%	00.00%	00.86%	00.48%	00.26%	00.04%
PROMOTED	#	314	192	122	16	5	98	60	71	49	2	5	0	0	2	3	3	0
	%	100.02%	61.16%	38.86%	05.10%	01.59%	31.21%	19.11%	22.61%	15.61%	00.64%	01.59%	00.00%	00.00%	00.64%	00.96%	00.96%	00.00%
EXPECTED	#	314	220	94	23	7	76	29	113	54	4	3	0	0	3	2	1	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	1,241	698	543	51	19	273	211	327	292	33	13	0	0	11	8	3	0
	%	100.00%	56.25%	43.75%	04.11%	01.53%	22.00%	17.00%	26.35%	23.53%	02.66%	01.05%	00.00%	00.00%	00.89%	00.64%	00.24%	00.00%
PROMOTED	#	178	154	24	19	2	79	22	53	0	2	0	0	0	0	0	1	0
	%	99.99%	86.51%	13.48%	10.67%	01.12%	44.38%	12.36%	29.78%	00.00%	01.12%	00.00%	00.00%	00.00%	00.00%	00.00%	00.56%	00.00%
EXPECTED	#	178	100	78	7	3	39	30	47	42	5	2	0	0	2	1	0	0
GRADE=5 Onboard - Promotions to 6																		
ONBOARD	#	1,137	1,060	77	101	8	560	37	359	28	23	4	0	0	15	0	2	0
	%	99.98%	93.22%	06.76%	08.88%	00.70%	49.25%	03.25%	31.57%	02.46%	02.02%	00.35%	00.00%	00.00%	01.32%	00.00%	00.18%	00.00%
PROMOTED	#	229	202	27	13	0	106	11	74	15	6	1	0	0	1	0	2	0
	%	100.00%	88.21%	11.79%	05.68%	00.00%	46.29%	04.80%	32.31%	06.55%	02.62%	00.44%	00.00%	00.00%	00.44%	00.00%	00.87%	00.00%
EXPECTED	#	229	213	15	20	2	113	7	72	6	5	1	0	0	3	0	0	0
GRADE=6 Onboard - Promotions to 7																		
ONBOARD	#	1,321	1,178	143	85	6	612	67	435	63	30	5	0	0	14	2	2	0
	%	99.99%	89.17%	10.82%	06.43%	00.45%	46.33%	05.07%	32.93%	04.77%	02.27%	00.38%	00.00%	00.00%	01.06%	00.15%	00.15%	00.00%
PROMOTED	#	132	124	8	7	0	60	2	50	6	4	0	0	0	3	0	0	0

	%	100.00%	93.93%	06.07%	05.30%	00.00%	45.45%	01.52%	37.88%	04.55%	03.03%	00.00%	00.00%	00.00%	02.27%	00.00%	00.00%	00.00%
EXPECTED	#	132	118	14	8	1	61	7	43	6	3	1	0	0	1	0	0	0
GRADE=7 Onboard - Promotions to 8																		
ONBOARD	#	647	620	27	69	4	310	11	219	12	11	0	0	0	9	0	2	0
	%	99.99%	95.82%	04.17%	10.66%	00.62%	47.91%	01.70%	33.85%	01.85%	01.70%	00.00%	00.00%	00.00%	01.39%	00.00%	00.31%	00.00%
PROMOTED	#	125	114	11	14	0	63	8	34	3	3	0	0	0	0	0	0	0
	%	100.00%	91.20%	08.80%	11.20%	00.00%	50.40%	06.40%	27.20%	02.40%	02.40%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	125	120	5	13	1	60	2	42	2	2	0	0	0	2	0	0	0
GRADE=8 Onboard - Promotions to 9																		
ONBOARD	#	705	660	45	55	0	396	24	183	20	17	1	0	0	8	0	1	0
	%	99.99%	93.61%	06.38%	07.80%	00.00%	56.17%	03.40%	25.96%	02.84%	02.41%	00.14%	00.00%	00.00%	01.13%	00.00%	00.14%	00.00%
PROMOTED	#	71	70	1	3	0	48	1	17	0	1	0	0	0	0	0	1	0
	%	100.01%	98.60%	01.41%	04.23%	00.00%	67.61%	01.41%	23.94%	00.00%	01.41%	00.00%	00.00%	00.00%	00.00%	00.00%	01.41%	00.00%
EXPECTED	#	71	66	5	6	0	40	2	18	2	2	0	0	0	1	0	0	0
GRADE=9 Onboard - Promotions to 10																		
ONBOARD	#	1,070	1,040	30	125	2	691	19	189	8	22	1	0	0	10	0	3	0
	%	100.00%	97.19%	02.81%	11.68%	00.19%	64.58%	01.78%	17.66%	00.75%	02.06%	00.09%	00.00%	00.00%	00.93%	00.00%	00.28%	00.00%
PROMOTED	#	111	111	0	12	0	73	0	22	0	2	0	0	0	1	0	1	0
	%	100.00%	100.00%	00.00%	10.81%	00.00%	65.77%	00.00%	19.82%	00.00%	01.80%	00.00%	00.00%	00.00%	00.90%	00.00%	00.90%	00.00%
EXPECTED	#	111	108	3	13	0	72	2	20	1	2	0	0	0	1	0	0	0
GRADE=10 Onboard - Promotions to 11																		
ONBOARD	#	2,532	2,511	21	181	2	1,898	13	318	5	76	0	0	0	35	1	3	0
	%	100.00%	99.17%	00.83%	07.15%	00.08%	74.96%	00.51%	12.56%	00.20%	03.00%	00.00%	00.00%	00.00%	01.38%	00.04%	00.12%	00.00%
PROMOTED	#	38	38	0	3	0	27	0	7	0	1	0	0	0	0	0	0	0
	%	99.99%	99.99%	00.00%	07.89%	00.00%	71.05%	00.00%	18.42%	00.00%	02.63%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	38	38	0	3	0	28	0	5	0	1	0	0	0	1	0	0	0
GRADE=11 Onboard - Promotions to 12																		
ONBOARD	#	950	939	11	56	1	698	8	139	2	32	0	0	0	12	0	2	0
	%	99.99%	98.83%	01.16%	05.89%	00.11%	73.47%	00.84%	14.63%	00.21%	03.37%	00.00%	00.00%	00.00%	01.26%	00.00%	00.21%	00.00%
PROMOTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

EXPECTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL Grade 1-11 Onboard - Promotions to 2-12																		
ONBOARD	#	22,437	18,361	4,076	1,412	233	8,998	1,564	7,230	2,099	431	114	0	0	241	60	49	6
	%	100.00%	81.82%	18.18%	06.29%	01.04%	40.10%	06.97%	32.22%	09.36%	01.92%	00.51%	00.00%	00.00%	01.07%	00.27%	00.22%	00.03%
PROMOTED	#	3,027	2,431	596	178	37	1,013	258	1,137	267	52	20	0	0	33	12	18	2
	%	100.00%	80.31%	19.69%	05.88%	01.22%	33.47%	08.52%	37.56%	08.82%	01.72%	00.66%	00.00%	00.00%	01.09%	00.40%	00.59%	00.07%
EXPECTED	#	3,027	2,477	550	190	31	1,214	211	975	283	58	15	0	0	32	8	7	1

Data shown includes full-time, part-time, and intermittent Title 5 WG1 Grade 2-12 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table B9: EMPLOYEE PROMOTIONS - Title 5 WG1 Grade 2-12 Permanent Workforce - by Disability FY 2008

Occupations: Includes all WG1 occupations.

VA-wide		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GRADE=1 Onboard - Promotions to 2															
ONBOARD	#	1,398	1,087	55	194	62	2	2	2	2	0	3	17	34	0
	%	100.00%	77.75%	03.93%	13.88%	04.43%	00.14%	00.14%	00.14%	00.14%	00.00%	00.21%	01.22%	02.43%	00.00%
PROMOTED	#	1,130	889	51	153	37	2	4	1	0	0	1	2	27	0
	%	100.00%	78.67%	04.51%	13.54%	03.27%	00.18%	00.35%	00.09%	00.00%	00.00%	00.09%	00.18%	02.39%	00.00%
EXPECTED	#	1,130	879	44	157	50	--	--	--	--	--	--	--	--	--
GRADE=2 Onboard - Promotions to 3															
ONBOARD	#	8,754	6,182	1,074	1,038	460	69	29	7	15	4	46	133	154	3
	%	100.00%	70.62%	12.27%	11.86%	05.25%	00.79%	00.33%	00.08%	00.17%	00.05%	00.53%	01.52%	01.76%	00.03%

PROMOTED	#	699	560	54	62	23	1	3	1	0	1	0	1	16	0
	%	100.00%	80.11%	07.73%	08.87%	03.29%	00.14%	00.43%	00.14%	00.00%	00.14%	00.00%	00.14%	02.29%	00.00%
EXPECTED	#	699	494	86	83	37	--	--	--	--	--	--	--	--	--
GRADE=3 Onboard - Promotions to 4															
ONBOARD	#	2,682	1,725	569	285	103	15	8	0	4	2	2	30	40	2
	%	100.00%	64.32%	21.22%	10.63%	03.84%	00.56%	00.30%	00.00%	00.15%	00.07%	00.07%	01.12%	01.49%	00.07%
PROMOTED	#	314	253	37	21	3	0	0	0	0	0	0	0	3	0
	%	100.00%	80.57%	11.78%	06.69%	00.96%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.96%	00.00%
EXPECTED	#	314	202	67	33	12	--	--	--	--	--	--	--	--	--
GRADE=4 Onboard - Promotions to 5															
ONBOARD	#	1,241	711	376	116	38	9	6	1	3	1	5	10	3	0
	%	100.00%	57.29%	30.30%	09.35%	03.06%	00.73%	00.48%	00.08%	00.24%	00.08%	00.40%	00.81%	00.24%	00.00%
PROMOTED	#	178	131	20	21	6	0	0	0	0	0	0	1	5	0
	%	100.00%	73.60%	11.24%	11.80%	03.37%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.56%	02.81%	00.00%
EXPECTED	#	178	102	54	17	5	--	--	--	--	--	--	--	--	--
GRADE=5 Onboard - Promotions to 6															
ONBOARD	#	1,137	706	266	135	30	1	2	1	2	0	6	2	15	1
	%	100.00%	62.09%	23.39%	11.87%	02.64%	00.09%	00.18%	00.09%	00.18%	00.00%	00.53%	00.18%	01.32%	00.09%
PROMOTED	#	229	184	24	18	3	0	1	0	0	0	2	0	0	0
	%	100.00%	80.35%	10.48%	07.86%	01.31%	00.00%	00.44%	00.00%	00.00%	00.00%	00.87%	00.00%	00.00%	00.00%
EXPECTED	#	229	142	54	27	6	--	--	--	--	--	--	--	--	--
GRADE=6 Onboard - Promotions to 7															
ONBOARD	#	1,321	766	408	130	17	1	0	0	0	0	1	2	13	0
	%	100.00%	57.99%	30.89%	09.84%	01.29%	00.08%	00.00%	00.00%	00.00%	00.00%	00.08%	00.15%	00.98%	00.00%
PROMOTED	#	132	100	15	14	3	0	0	0	0	0	1	0	2	0
	%	100.00%	75.76%	11.36%	10.61%	02.27%	00.00%	00.00%	00.00%	00.00%	00.00%	00.76%	00.00%	01.52%	00.00%
EXPECTED	#	132	77	41	13	2	--	--	--	--	--	--	--	--	--
GRADE=7 Onboard - Promotions to 8															
ONBOARD	#	647	378	196	65	8	1	1	0	0	0	0	2	4	0
	%	100.00%	58.42%	30.29%	10.05%	01.24%	00.15%	00.15%	00.00%	00.00%	00.00%	00.00%	00.31%	00.62%	00.00%
PROMOTED	#	125	94	15	13	3	0	0	0	0	0	0	0	3	0

	%	100.00%	75.20%	12.00%	10.40%	02.40%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.40%	00.00%
EXPECTED	#	125	73	38	13	2	--	--	--	--	--	--	--	--	--
GRADE=8 Onboard - Promotions to 9															
ONBOARD	#	705	392	242	59	12	2	1	0	1	0	2	0	6	0
	%	100.00%	55.60%	34.33%	08.37%	01.70%	00.28%	00.14%	00.00%	00.14%	00.00%	00.28%	00.00%	00.85%	00.00%
PROMOTED	#	71	61	5	5	0	0	0	0	0	0	0	0	0	0
	%	100.00%	85.92%	07.04%	07.04%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	71	39	24	6	1	--	--	--	--	--	--	--	--	--
GRADE=9 Onboard - Promotions to 10															
ONBOARD	#	1,070	642	314	100	14	3	0	0	0	1	3	1	6	0
	%	100.00%	60.00%	29.35%	09.35%	01.31%	00.28%	00.00%	00.00%	00.00%	00.09%	00.28%	00.09%	00.56%	00.00%
PROMOTED	#	111	87	15	9	0	0	0	0	0	0	0	0	0	0
	%	100.00%	78.38%	13.51%	08.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	111	67	33	10	1	--	--	--	--	--	--	--	--	--
GRADE=10 Onboard - Promotions to 11															
ONBOARD	#	2,532	1,668	613	228	23	1	5	2	2	0	1	0	12	0
	%	100.00%	65.88%	24.21%	09.00%	00.91%	00.04%	00.20%	00.08%	00.08%	00.00%	00.04%	00.00%	00.47%	00.00%
PROMOTED	#	38	32	4	1	1	0	0	0	0	0	0	0	1	0
	%	100.00%	84.21%	10.53%	02.63%	02.63%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.63%	00.00%
EXPECTED	#	38	25	9	3	0	--	--	--	--	--	--	--	--	--
GRADE=11 Onboard - Promotions to 12															
ONBOARD	#	950	600	242	95	13	0	2	2	2	0	1	1	4	1
	%	100.00%	63.16%	25.47%	10.00%	01.37%	00.00%	00.21%	00.21%	00.21%	00.00%	00.11%	00.11%	00.42%	00.11%
PROMOTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	--	--	--	--	--	--	--	--	--
TOTAL Grade 1-11 Onboard - Promotions to 2-12															
ONBOARD	#	22,437	14,857	4,355	2,445	780	104	56	15	31	8	70	198	291	7
	%	100.00%	66.22%	19.41%	10.90%	03.48%	00.46%	00.25%	00.07%	00.14%	00.04%	00.31%	00.88%	01.30%	00.03%
PROMOTED	#	3,027	2,391	240	317	79	3	8	2	0	1	4	4	57	0
	%	100.00%	78.99%	07.93%	10.47%	02.61%	00.10%	00.26%	00.07%	00.00%	00.03%	00.13%	00.13%	01.88%	00.00%

EXPECTED	#	3,027	2,004	588	330	105	--	--	--	--	--	--	--	--
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Data shown includes full-time, part-time, and intermittent Title 5 WG1 Grade 2-12 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table C9: EMPLOYEE PROMOTIONS - Title 5 WG1 Grade 2-12 Permanent Workforce - by Veterans Preference FY 2008

Occupations: Includes all WG1 occupations.

VA-wide		TOTAL	Detail for Veterans Preference						
			None	5 Point	10 Point Disability	10 Point - <30% Disability	10 Point Other - Spouse, Widow, etc.	10 Point - >30% Disability	Unknown
GRADE=1 Onboard - Promotions to 2									
ONBOARD	#	1,398	430	655	26	67	6	107	107
	%	100.00%	30.76%	46.85%	01.86%	04.79%	00.43%	07.65%	07.65%
PROMOTED	#	1,130	325	548	20	53	10	98	76
	%	100.00%	28.76%	48.50%	01.77%	04.69%	00.88%	08.67%	06.73%
EXPECTED	#	1,130	348	529	21	54	5	86	86
GRADE=2 Onboard - Promotions to 3									
ONBOARD	#	8,754	2,757	4,105	115	443	56	573	705
	%	100.00%	31.49%	46.89%	01.31%	05.06%	00.64%	06.55%	08.05%
PROMOTED	#	699	244	323	10	17	7	34	64
	%	100.00%	34.91%	46.21%	01.43%	02.43%	01.00%	04.86%	09.16%
EXPECTED	#	699	220	328	9	35	4	46	56
GRADE=3 Onboard - Promotions to 4									
ONBOARD	#	2,682	1,037	1,127	30	115	18	149	206
	%	100.00%	38.67%	42.02%	01.12%	04.29%	00.67%	05.56%	07.68%
PROMOTED	#	314	165	81	6	12	3	17	30

	%	100.00%	52.55%	25.80%	01.91%	03.82%	00.96%	05.41%	09.55%
EXPECTED	#	314	121	132	4	13	2	17	24
GRADE=4 Onboard - Promotions to 5									
ONBOARD	#	1,241	639	412	11	40	12	52	75
	%	100.00%	51.49%	33.20%	00.89%	03.22%	00.97%	04.19%	06.04%
PROMOTED	#	178	55	80	2	13	1	9	18
	%	100.00%	30.90%	44.94%	01.12%	07.30%	00.56%	05.06%	10.11%
EXPECTED	#	178	92	59	2	6	2	7	11
GRADE=5 Onboard - Promotions to 6									
ONBOARD	#	1,137	240	616	25	68	5	88	95
	%	100.00%	21.11%	54.18%	02.20%	05.98%	00.44%	07.74%	08.36%
PROMOTED	#	229	65	114	3	10	1	15	21
	%	100.00%	28.38%	49.78%	01.31%	04.37%	00.44%	06.55%	09.17%
EXPECTED	#	229	48	124	5	14	1	18	19
GRADE=6 Onboard - Promotions to 7									
ONBOARD	#	1,321	302	644	23	89	3	115	145
	%	100.00%	22.86%	48.75%	01.74%	06.74%	00.23%	08.71%	10.98%
PROMOTED	#	132	21	66	3	13	0	14	15
	%	100.00%	15.91%	50.00%	02.27%	09.85%	00.00%	10.61%	11.36%
EXPECTED	#	132	30	64	2	9	0	11	14
GRADE=7 Onboard - Promotions to 8									
ONBOARD	#	647	112	352	17	37	1	70	58
	%	100.00%	17.31%	54.40%	02.63%	05.72%	00.15%	10.82%	08.96%
PROMOTED	#	125	28	54	3	8	0	10	22
	%	100.00%	22.40%	43.20%	02.40%	06.40%	00.00%	08.00%	17.60%
EXPECTED	#	125	22	68	3	7	0	14	11
GRADE=8 Onboard - Promotions to 9									
ONBOARD	#	705	155	368	10	44	3	58	67
	%	100.00%	21.99%	52.20%	01.42%	06.24%	00.43%	08.23%	09.50%
PROMOTED	#	71	13	34	4	6	0	8	6
	%	100.00%	18.31%	47.89%	05.63%	08.45%	00.00%	11.27%	08.45%

EXPECTED	#	71	16	37	1	4	0	6	7
GRADE=9 Onboard - Promotions to 10									
ONBOARD	#	1,070	270	572	26	58	1	70	73
	%	100.00%	25.23%	53.46%	02.43%	05.42%	00.09%	06.54%	06.82%
PROMOTED	#	111	26	59	3	6	0	8	9
	%	100.00%	23.42%	53.15%	02.70%	05.41%	00.00%	07.21%	08.11%
EXPECTED	#	111	28	59	3	6	0	7	8
GRADE=10 Onboard - Promotions to 11									
ONBOARD	#	2,532	570	1,339	74	168	6	167	208
	%	100.00%	22.51%	52.88%	02.92%	06.64%	00.24%	06.60%	08.21%
PROMOTED	#	38	7	22	1	0	0	3	5
	%	100.00%	18.42%	57.89%	02.63%	00.00%	00.00%	07.89%	13.16%
EXPECTED	#	38	9	20	1	3	0	3	3
GRADE=11 Onboard - Promotions to 12									
ONBOARD	#	950	181	505	22	82	2	65	93
	%	100.00%	19.05%	53.16%	02.32%	08.63%	00.21%	06.84%	09.79%
PROMOTED	#	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	0	0	0
TOTAL Grade 1-11 Onboard - Promotions to 2-12									
ONBOARD	#	22,437	6,693	10,695	379	1,211	113	1,514	1,832
	%	100.00%	29.83%	47.67%	01.69%	05.40%	00.50%	06.75%	08.17%
PROMOTED	#	3,027	949	1,381	55	138	22	216	266
	%	100.00%	31.35%	45.62%	01.82%	04.56%	00.73%	07.14%	08.79%
EXPECTED	#	3,027	903	1,443	51	163	15	204	247

Data shown includes full-time, part-time, and intermittent Title 5 WG1 Grade 2-12 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 7, 9, 11, 12 Double Grade Increase Permanent Workforce - by Race/Ethnicity and Sex FY 2008

Occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included.

VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE=5 Onboard - Promotions to 7																	
ONBOARD	#	357	159	198	9	9	97	115	38	56	4	10	0	0	10	7	1
	%	99.99%	44.53%	55.46%	02.52%	02.52%	27.17%	32.21%	10.64%	15.69%	01.12%	02.80%	00.00%	00.00%	02.80%	01.96%	00.28%
PROMOTED	#	880	369	511	33	25	224	289	88	160	10	19	0	0	12	15	2
	%	99.99%	41.93%	58.06%	03.75%	02.84%	25.45%	32.84%	10.00%	18.18%	01.14%	02.16%	00.00%	00.00%	01.36%	01.70%	00.23%
EXPECTED	#	880	392	488	22	22	239	283	94	138	10	25	0	0	25	17	2
GRADE=7 Onboard - Promotions to 9																	
ONBOARD	#	2,782	1,266	1,516	86	92	789	899	316	451	44	37	0	0	26	26	5
	%	99.99%	45.50%	54.49%	03.09%	03.31%	28.36%	32.31%	11.36%	16.21%	01.58%	01.33%	00.00%	00.00%	00.93%	00.93%	00.18%
PROMOTED	#	3,068	1,221	1,847	95	126	770	1,144	283	489	44	43	0	0	23	32	6
	%	100.00%	39.80%	60.20%	03.10%	04.11%	25.10%	37.29%	09.22%	15.94%	01.43%	01.40%	00.00%	00.00%	00.75%	01.04%	00.20%
EXPECTED	#	3,068	1,396	1,672	95	102	870	991	349	497	48	41	0	0	29	29	6
GRADE=9 Onboard - Promotions to 11																	
ONBOARD	#	9,955	3,792	6,163	294	380	2,391	3,835	799	1,466	244	391	0	0	52	75	12
	%	100.00%	38.09%	61.91%	02.95%	03.82%	24.02%	38.52%	08.03%	14.73%	02.45%	03.93%	00.00%	00.00%	00.52%	00.75%	00.12%
PROMOTED	#	3,022	1,234	1,788	76	98	848	1,146	226	448	66	73	0	0	13	21	5
	%	99.99%	40.83%	59.16%	02.51%	03.24%	28.06%	37.92%	07.48%	14.82%	02.18%	02.42%	00.00%	00.00%	00.43%	00.69%	00.17%
EXPECTED	#	3,022	1,151	1,871	89	115	726	1,164	243	445	74	119	0	0	16	23	4
GRADE=11 Onboard - Promotions to 12																	
ONBOARD	#	16,654	6,438	10,216	416	620	4,652	7,108	894	1,759	404	590	0	0	59	121	13
	%	100.00%	38.66%	61.34%	02.50%	03.72%	27.93%	42.68%	05.37%	10.56%	02.43%	03.54%	00.00%	00.00%	00.35%	00.73%	00.08%

PROMOTED	#	2,815	1,142	1,673	67	84	837	1,097	172	381	46	80	0	0	14	26	6	5
	%	99.98%	40.56%	59.42%	02.38%	02.98%	29.73%	38.97%	06.11%	13.53%	01.63%	02.84%	00.00%	00.00%	00.50%	00.92%	00.21%	00.18%
EXPECTED	#	2,815	1,088	1,727	70	105	786	1,201	151	297	68	100	0	0	10	21	2	3
TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12																		
ONBOARD	#	29,748	11,655	18,093	805	1,101	7,929	11,957	2,047	3,732	696	1,028	0	0	147	229	31	46
	%	99.99%	39.17%	60.82%	02.71%	03.70%	26.65%	40.19%	06.88%	12.55%	02.34%	03.46%	00.00%	00.00%	00.49%	00.77%	00.10%	00.15%
PROMOTED	#	9,785	3,966	5,819	271	333	2,679	3,676	769	1,478	166	215	0	0	62	94	19	23
	%	100.00%	40.53%	59.47%	02.77%	03.40%	27.38%	37.57%	07.86%	15.10%	01.70%	02.20%	00.00%	00.00%	00.63%	00.96%	00.19%	00.24%
EXPECTED	#	9,784	3,833	5,951	265	362	2,608	3,933	673	1,228	229	339	0	0	48	75	10	15

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 7, 9, 11, 12 Double Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table B9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 7, 9, 11, 12 Double Grade Increase Permanent Workforce - by Disability FY 2008

Occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included.

VA-wide		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GRADE=5 Onboard - Promotions to 7															
ONBOARD	#	357	275	21	53	8	0	0	1	2	0	1	0	4	0
	%	100.00%	77.03%	05.88%	14.85%	02.24%	00.00%	00.00%	00.28%	00.56%	00.00%	00.28%	00.00%	01.12%	00.00%
PROMOTED	#	880	686	61	117	16	0	0	0	3	0	3	0	10	0
	%	100.00%	77.95%	06.93%	13.30%	01.82%	00.00%	00.00%	00.00%	00.34%	00.00%	00.34%	00.00%	01.14%	00.00%
EXPECTED	#	880	678	52	131	20	--	--	--	--	--	--	--	--	--
GRADE=7 Onboard - Promotions to 9															

ONBOARD	#	2,782	2,161	218	352	51	4	2	3	5	6	6	0	23	2
	%	100.00%	77.68%	07.84%	12.65%	01.83%	00.14%	00.07%	00.11%	00.18%	00.22%	00.22%	00.00%	00.83%	00.07%
PROMOTED	#	3,068	2,403	264	354	47	4	1	3	4	3	8	0	22	2
	%	100.00%	78.32%	08.60%	11.54%	01.53%	00.13%	00.03%	00.10%	00.13%	00.10%	00.26%	00.00%	00.72%	00.07%
EXPECTED	#	3,068	2,383	241	388	56	--	--	--	--	--	--	--	--	--
GRADE=9 Onboard - Promotions to 11															
ONBOARD	#	9,955	6,958	1,944	913	140	6	19	11	16	9	27	1	49	2
	%	100.00%	69.89%	19.53%	09.17%	01.41%	00.06%	00.19%	00.11%	00.16%	00.09%	00.27%	00.01%	00.49%	00.02%
PROMOTED	#	3,022	2,329	361	303	29	1	3	2	4	3	7	0	8	1
	%	100.00%	77.07%	11.95%	10.03%	00.96%	00.03%	00.10%	00.07%	00.13%	00.10%	00.23%	00.00%	00.26%	00.03%
EXPECTED	#	3,022	2,112	590	277	43	--	--	--	--	--	--	--	--	--
GRADE=11 Onboard - Promotions to 12															
ONBOARD	#	16,654	11,877	3,124	1,412	241	8	54	24	39	13	37	0	62	4
	%	100.00%	71.32%	18.76%	08.48%	01.45%	00.05%	00.32%	00.14%	00.23%	00.08%	00.22%	00.00%	00.37%	00.02%
PROMOTED	#	2,815	2,193	352	241	29	0	6	1	3	1	8	0	10	0
	%	100.00%	77.90%	12.50%	08.56%	01.03%	00.00%	00.21%	00.04%	00.11%	00.04%	00.28%	00.00%	00.36%	00.00%
EXPECTED	#	2,815	2,008	528	239	41	--	--	--	--	--	--	--	--	--
TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12															
ONBOARD	#	29,748	21,271	5,307	2,730	440	18	75	39	62	28	71	1	138	8
	%	100.00%	71.50%	17.84%	09.18%	01.48%	00.06%	00.25%	00.13%	00.21%	00.09%	00.24%	00.00%	00.46%	00.03%
PROMOTED	#	9,785	7,611	1,038	1,015	121	5	10	6	14	7	26	0	50	3
	%	100.00%	77.78%	10.61%	10.37%	01.24%	00.05%	00.10%	00.06%	00.14%	00.07%	00.27%	00.00%	00.51%	00.03%
EXPECTED	#	9,785	6,996	1,746	898	145	--	--	--	--	--	--	--	--	--

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 7, 9, 11, 12 Double Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table C9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 7, 9, 11, 12 Double Grade Increase Permanent Workforce - by Veterans Preference FY 2008

Occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included.

VA-wide		TOTAL	Detail for Veterans Preference						
			None	5 Point	10 Point Disability	10 Point - <30% Disability	10 Point Other - Spouse, Widow, etc.	10 Point - >30% Disability	Unknown
GRADE=5 Onboard - Promotions to 7									
ONBOARD	#	357	215	51	4	17	1	53	16
	%	100.00%	60.22%	14.29%	01.12%	04.76%	00.28%	14.85%	04.48%
PROMOTED	#	880	464	151	10	51	5	131	68
	%	100.00%	52.73%	17.16%	01.14%	05.80%	00.57%	14.89%	07.73%
EXPECTED	#	880	530	126	10	42	2	131	39
GRADE=7 Onboard - Promotions to 9									
ONBOARD	#	2,782	1,542	481	20	184	16	414	125
	%	100.00%	55.43%	17.29%	00.72%	06.61%	00.58%	14.88%	04.49%
PROMOTED	#	3,068	1,815	460	28	179	23	409	154
	%	100.00%	59.16%	14.99%	00.91%	05.83%	00.75%	13.33%	05.02%
EXPECTED	#	3,068	1,701	530	22	203	18	457	138
GRADE=9 Onboard - Promotions to 11									
ONBOARD	#	9,955	6,510	1,623	104	365	37	773	543
	%	100.00%	65.39%	16.30%	01.04%	03.67%	00.37%	07.76%	05.45%
PROMOTED	#	3,022	1,848	484	34	125	9	359	163
	%	100.00%	61.15%	16.02%	01.13%	04.14%	00.30%	11.88%	05.39%
EXPECTED	#	3,022	1,976	493	31	111	11	235	165
GRADE=11 Onboard - Promotions to 12									
ONBOARD	#	16,654	12,132	2,179	137	428	69	986	723
	%	100.00%	72.85%	13.08%	00.82%	02.57%	00.41%	05.92%	04.34%
PROMOTED	#	2,815	1,902	393	21	98	7	242	152
	%	100.00%	67.57%	13.96%	00.75%	03.48%	00.25%	08.60%	05.40%
EXPECTED	#	2,815	2,051	368	23	72	12	167	122
TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12									
ONBOARD	#	29,748	20,399	4,334	265	994	123	2,226	1,407

	%	100.00%	68.57%	14.57%	00.89%	03.34%	00.41%	07.48%	04.73%
PROMOTED	#	9,785	6,029	1,488	93	453	44	1,141	537
	%	100.00%	61.61%	15.21%	00.95%	04.63%	00.45%	11.66%	05.49%
EXPECTED	#	9,785	6,710	1,426	87	327	40	732	463

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 7, 9, 11, 12 Double Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Race/Ethnicity and Sex FY 2008

Occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included

VA-wide		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	71	36	35	5	2	20	23	7	8	1	1	0	0	2	1	1	0
	%	100.01%	50.71%	49.30%	07.04%	02.82%	28.17%	32.39%	09.86%	11.27%	01.41%	01.41%	00.00%	00.00%	02.82%	01.41%	01.41%	00.00%
PROMOTED	#	76	47	29	10	3	17	9	17	13	1	2	0	0	1	2	1	0
	%	100.02%	61.86%	38.16%	13.16%	03.95%	22.37%	11.84%	22.37%	17.11%	01.32%	02.63%	00.00%	00.00%	01.32%	02.63%	01.32%	00.00%
EXPECTED	#	76	39	37	5	2	21	25	7	9	1	1	0	0	2	1	1	0
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	622	317	305	45	8	139	160	124	122	6	11	0	0	3	3	0	1
	%	99.99%	50.96%	49.03%	07.23%	01.29%	22.35%	25.72%	19.94%	19.61%	00.96%	01.77%	00.00%	00.00%	00.48%	00.48%	00.00%	00.16%
PROMOTED	#	396	188	208	20	13	83	96	76	91	6	3	0	0	3	3	0	2
	%	100.01%	47.48%	52.53%	05.05%	03.28%	20.96%	24.24%	19.19%	22.98%	01.52%	00.76%	00.00%	00.00%	00.76%	00.76%	00.00%	00.51%

EXPECTED	#	396	202	194	29	5	89	102	79	78	4	7	0	0	2	2	0	1
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	4,413	2,022	2,391	200	144	985	1,239	731	901	62	57	0	0	37	42	7	8
	%	99.99%	45.81%	54.18%	04.53%	03.26%	22.32%	28.08%	16.56%	20.42%	01.40%	01.29%	00.00%	00.00%	00.84%	00.95%	00.16%	00.18%
PROMOTED	#	1,724	667	1,057	74	70	306	582	250	356	17	25	0	0	13	15	7	9
	%	100.00%	38.69%	61.31%	04.29%	04.06%	17.75%	33.76%	14.50%	20.65%	00.99%	01.45%	00.00%	00.00%	00.75%	00.87%	00.41%	00.52%
EXPECTED	#	1,724	790	934	78	56	385	484	285	352	24	22	0	0	14	16	3	3
GRADE=5 Onboard - Promotions to 6																		
ONBOARD	#	17,649	5,836	11,813	647	761	2,846	6,345	1,997	4,189	240	306	0	0	74	170	32	42
	%	100.01%	33.08%	66.93%	03.67%	04.31%	16.13%	35.95%	11.32%	23.74%	01.36%	01.73%	00.00%	00.00%	00.42%	00.96%	00.18%	00.24%
PROMOTED	#	3,768	1,258	2,510	145	172	644	1,343	395	861	54	77	0	0	11	40	9	17
	%	99.98%	33.38%	66.60%	03.85%	04.56%	17.09%	35.64%	10.48%	22.85%	01.43%	02.04%	00.00%	00.00%	00.29%	01.06%	00.24%	00.45%
EXPECTED	#	3,768	1,246	2,522	138	162	608	1,355	427	895	51	65	0	0	16	36	7	9
GRADE=6 Onboard - Promotions to 7																		
ONBOARD	#	19,090	6,602	12,488	758	854	3,447	6,805	2,016	4,179	289	454	0	0	75	157	17	39
	%	99.99%	34.58%	65.41%	03.97%	04.47%	18.06%	35.65%	10.56%	21.89%	01.51%	02.38%	00.00%	00.00%	00.39%	00.82%	00.09%	00.20%
PROMOTED	#	3,010	1,018	1,992	111	156	564	1,145	280	593	44	55	0	0	13	35	6	8
	%	100.00%	33.82%	66.18%	03.69%	05.18%	18.74%	38.04%	09.30%	19.70%	01.46%	01.83%	00.00%	00.00%	00.43%	01.16%	00.20%	00.27%
EXPECTED	#	3,010	1,041	1,969	119	135	544	1,073	318	659	45	72	0	0	12	25	3	6
GRADE=7 Onboard - Promotions to 8																		
ONBOARD	#	12,399	4,308	8,091	485	595	2,403	4,784	1,124	2,344	239	268	0	0	47	92	10	8
	%	99.99%	34.75%	65.24%	03.91%	04.80%	19.38%	38.58%	09.07%	18.90%	01.93%	02.16%	00.00%	00.00%	00.38%	00.74%	00.08%	00.06%
PROMOTED	#	1,120	409	711	49	47	237	458	100	175	17	23	0	0	4	8	2	0
	%	100.01%	36.53%	63.48%	04.38%	04.20%	21.16%	40.89%	08.93%	15.63%	01.52%	02.05%	00.00%	00.00%	00.36%	00.71%	00.18%	00.00%
EXPECTED	#	1,120	389	731	44	54	217	432	102	212	22	24	0	0	4	8	1	1
GRADE=8 Onboard - Promotions to 9																		
ONBOARD	#	4,567	1,493	3,074	165	163	842	2,040	391	773	78	69	0	0	13	24	4	5
	%	100.01%	32.69%	67.32%	03.61%	03.57%	18.44%	44.67%	08.56%	16.93%	01.71%	01.51%	00.00%	00.00%	00.28%	00.53%	00.09%	00.11%
PROMOTED	#	653	280	373	32	20	160	242	65	99	16	8	0	0	3	2	4	2
	%	100.00%	42.87%	57.13%	04.90%	03.06%	24.50%	37.06%	09.95%	15.16%	02.45%	01.23%	00.00%	00.00%	00.46%	00.31%	00.61%	00.31%
EXPECTED	#	653	213	440	24	23	120	292	56	111	11	10	0	0	2	3	1	1

GRADE=9 Onboard - Promotions to 10																		
ONBOARD	#	2,789	1,215	1,574	100	84	799	1,088	230	345	67	36	0	0	17	16	2	5
	%	100.00%	43.57%	56.43%	03.59%	03.01%	28.65%	39.01%	08.25%	12.37%	02.40%	01.29%	00.00%	00.00%	00.61%	00.57%	00.07%	00.18%
PROMOTED	#	161	82	79	14	1	48	56	16	19	4	2	0	0	0	1	0	0
	%	99.99%	50.93%	49.06%	08.70%	00.62%	29.81%	34.78%	09.94%	11.80%	02.48%	01.24%	00.00%	00.00%	00.00%	00.62%	00.00%	00.00%
EXPECTED	#	161	70	91	6	5	46	63	13	20	4	2	0	0	1	1	0	0
GRADE=10 Onboard - Promotions to 11																		
ONBOARD	#	750	530	220	38	13	388	140	82	58	16	7	0	0	6	2	0	0
	%	99.99%	70.66%	29.33%	05.07%	01.73%	51.73%	18.67%	10.93%	07.73%	02.13%	00.93%	00.00%	00.00%	00.80%	00.27%	00.00%	00.00%
PROMOTED	#	126	88	38	9	2	64	20	13	16	1	0	0	0	1	0	0	0
	%	99.99%	69.83%	30.16%	07.14%	01.59%	50.79%	15.87%	10.32%	12.70%	00.79%	00.00%	00.00%	00.00%	00.79%	00.00%	00.00%	00.00%
EXPECTED	#	126	89	37	6	2	65	24	14	10	3	1	0	0	1	0	0	0
GRADE=11 Onboard - Promotions to 12																		
ONBOARD	#	885	681	204	51	10	506	138	86	45	33	9	0	0	5	2	0	0
	%	100.00%	76.95%	23.05%	05.76%	01.13%	57.18%	15.59%	09.72%	05.08%	03.73%	01.02%	00.00%	00.00%	00.56%	00.23%	00.00%	00.00%
PROMOTED	#	70	46	24	6	1	34	16	5	7	1	0	0	0	0	0	0	0
	%	100.00%	65.71%	34.29%	08.57%	01.43%	48.57%	22.86%	07.14%	10.00%	01.43%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	70	54	16	4	1	40	11	7	4	3	1	0	0	0	0	0	0
TOTAL Grade 2-11 Onboard - Promotions to 3-12																		
ONBOARD	#	63,235	23,040	40,195	2,494	2,634	12,375	22,762	6,788	12,964	1,031	1,218	0	0	279	509	73	108
	%	100.00%	36.43%	63.57%	03.94%	04.17%	19.57%	36.00%	10.73%	20.50%	01.63%	01.93%	00.00%	00.00%	00.44%	00.80%	00.12%	00.17%
PROMOTED	#	11,104	4,083	7,021	470	485	2,157	3,967	1,217	2,230	161	195	0	0	49	106	29	38
	%	100.00%	36.77%	63.23%	04.23%	04.37%	19.43%	35.73%	10.96%	20.08%	01.45%	01.76%	00.00%	00.00%	00.44%	00.95%	00.26%	00.34%
EXPECTED	#	11,104	4,045	7,059	437	463	2,173	3,997	1,191	2,276	181	214	0	0	49	89	13	19

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 3-12 Single Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table B9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Disability FY 2008

Occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included

VA-wide		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GRADE=2 Onboard - Promotions to 3															
ONBOARD	#	71	44	3	12	12	0	0	0	4	0	1	6	1	0
	%	100.00%	61.97%	04.23%	16.90%	16.90%	00.00%	00.00%	00.00%	05.63%	00.00%	01.41%	08.45%	01.41%	00.00%
PROMOTED	#	76	60	6	8	2	0	0	0	0	0	0	0	2	0
	%	100.00%	78.95%	07.89%	10.53%	02.63%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.63%	00.00%
EXPECTED	#	76	47	3	13	13	--	--	--	--	--	--	--	--	--
GRADE=3 Onboard - Promotions to 4															
ONBOARD	#	622	426	44	105	47	6	8	0	3	0	3	20	6	1
	%	100.00%	68.49%	07.07%	16.88%	07.56%	00.96%	01.29%	00.00%	00.48%	00.00%	00.48%	03.22%	00.96%	00.16%
PROMOTED	#	396	324	19	43	10	0	0	0	0	0	0	1	9	0
	%	100.00%	81.82%	04.80%	10.86%	02.53%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.25%	02.27%	00.00%
EXPECTED	#	396	271	28	67	30	--	--	--	--	--	--	--	--	--
GRADE=4 Onboard - Promotions to 5															
ONBOARD	#	4,413	2,922	527	708	256	60	43	1	23	8	20	24	75	2
	%	100.00%	66.21%	11.94%	16.04%	05.80%	01.36%	00.97%	00.02%	00.52%	00.18%	00.45%	00.54%	01.70%	00.05%
PROMOTED	#	1,724	1,411	83	190	40	2	1	1	4	0	4	0	28	0
	%	100.00%	81.84%	04.81%	11.02%	02.32%	00.12%	00.06%	00.06%	00.23%	00.00%	00.23%	00.00%	01.62%	00.00%
EXPECTED	#	1,724	1,141	206	277	100	--	--	--	--	--	--	--	--	--
GRADE=5 Onboard - Promotions to 6															
ONBOARD	#	17,649	12,765	2,187	2,227	470	50	53	23	57	19	63	17	180	8
	%	100.00%	72.33%	12.39%	12.62%	02.66%	00.28%	00.30%	00.13%	00.32%	00.11%	00.36%	00.10%	01.02%	00.05%
PROMOTED	#	3,768	2,979	274	460	55	2	2	2	8	1	11	0	28	1

	%	100.00%	79.06%	07.27%	12.21%	01.46%	00.05%	00.05%	00.05%	00.21%	00.03%	00.29%	00.00%	00.74%	00.03%
EXPECTED	#	3,768	2,725	467	476	100	--	--	--	--	--	--	--	--	--
GRADE=6 Onboard - Promotions to 7															
ONBOARD	#	19,090	13,734	3,097	1,933	326	44	28	20	32	14	51	6	121	10
	%	100.00%	71.94%	16.22%	10.13%	01.71%	00.23%	00.15%	00.10%	00.17%	00.07%	00.27%	00.03%	00.63%	00.05%
PROMOTED	#	3,010	2,416	279	282	33	4	3	0	6	1	2	0	17	0
	%	100.00%	80.27%	09.27%	09.37%	01.10%	00.13%	00.10%	00.00%	00.20%	00.03%	00.07%	00.00%	00.56%	00.00%
EXPECTED	#	3,010	2,165	488	305	51	--	--	--	--	--	--	--	--	--
GRADE=7 Onboard - Promotions to 8															
ONBOARD	#	12,399	8,762	2,354	1,102	181	15	21	16	22	10	34	3	55	5
	%	100.00%	70.67%	18.99%	08.89%	01.46%	00.12%	00.17%	00.13%	00.18%	00.08%	00.27%	00.02%	00.44%	00.04%
PROMOTED	#	1,120	899	122	88	11	2	1	0	1	1	3	0	3	0
	%	100.00%	80.27%	10.89%	07.86%	00.98%	00.18%	00.09%	00.00%	00.09%	00.09%	00.27%	00.00%	00.27%	00.00%
EXPECTED	#	1,120	792	213	100	16	--	--	--	--	--	--	--	--	--
GRADE=8 Onboard - Promotions to 9															
ONBOARD	#	4,567	3,190	950	363	64	7	3	4	9	5	14	2	19	1
	%	100.00%	69.85%	20.80%	07.95%	01.40%	00.15%	00.07%	00.09%	00.20%	00.11%	00.31%	00.04%	00.42%	00.02%
PROMOTED	#	653	496	111	39	7	1	0	1	0	0	2	0	3	0
	%	100.00%	75.96%	17.00%	05.97%	01.07%	00.15%	00.00%	00.15%	00.00%	00.00%	00.31%	00.00%	00.46%	00.00%
EXPECTED	#	653	456	136	52	9	--	--	--	--	--	--	--	--	--
GRADE=9 Onboard - Promotions to 10															
ONBOARD	#	2,789	1,807	721	228	33	3	2	3	7	4	8	0	6	0
	%	100.00%	64.79%	25.85%	08.17%	01.18%	00.11%	00.07%	00.11%	00.25%	00.14%	00.29%	00.00%	00.22%	00.00%
PROMOTED	#	161	117	31	12	1	1	0	0	0	0	0	0	0	0
	%	100.00%	72.67%	19.25%	07.45%	00.62%	00.62%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	161	104	42	13	2	--	--	--	--	--	--	--	--	--
GRADE=10 Onboard - Promotions to 11															
ONBOARD	#	750	463	223	58	6	2	1	2	0	0	1	0	0	0
	%	100.00%	61.73%	29.73%	07.73%	00.80%	00.27%	00.13%	00.27%	00.00%	00.00%	00.13%	00.00%	00.00%	00.00%
PROMOTED	#	126	85	28	9	4	1	1	1	0	0	1	0	0	0
	%	100.00%	67.46%	22.22%	07.14%	03.17%	00.79%	00.79%	00.79%	00.00%	00.00%	00.79%	00.00%	00.00%	00.00%

EXPECTED	#	126	78	37	10	1	--	--	--	--	--	--	--	--	--
GRADE=11 Onboard - Promotions to 12															
ONBOARD	#	885	529	278	64	14	0	1	2	2	4	1	0	3	1
	%	100.00%	59.77%	31.41%	07.23%	01.58%	00.00%	00.11%	00.23%	00.23%	00.45%	00.11%	00.00%	00.34%	00.11%
PROMOTED	#	70	53	11	6	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.71%	15.71%	08.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	70	42	22	5	1	--	--	--	--	--	--	--	--	--
TOTAL Grade 2-11 Onboard - Promotions to 3-12															
ONBOARD	#	63,235	44,642	10,384	6,800	1,409	187	160	71	159	64	196	78	466	28
	%	100.00%	70.60%	16.42%	10.75%	02.23%	00.30%	00.25%	00.11%	00.25%	00.10%	00.31%	00.12%	00.74%	00.04%
PROMOTED	#	11,104	8,840	964	1,137	163	13	8	5	19	3	23	1	90	1
	%	100.00%	79.61%	08.68%	10.24%	01.47%	00.12%	00.07%	00.05%	00.17%	00.03%	00.21%	00.01%	00.81%	00.01%
EXPECTED	#	11,104	7,839	1,823	1,194	248	--	--	--	--	--	--	--	--	--

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 3-12 Single Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table C9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Veterans Preference FY 2008

Occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included

VA-wide		TOTAL	Detail for Veterans Preference						
			None	5 Point	10 Point Disability	10 Point - <30% Disability	10 Point Other - Spouse, Widow, etc.	10 Point - >30% Disability	Unknown
GRADE=2 Onboard - Promotions to 3									
ONBOARD	#	71	56	7	0	0	0	3	5
	%	100.00%	78.87%	09.86%	00.00%	00.00%	00.00%	04.23%	07.04%
PROMOTED	#	76	35	27	0	1	0	6	7

	%	100.00%	46.05%	35.53%	00.00%	01.32%	00.00%	07.89%	09.21%
EXPECTED	#	76	60	7	0	0	0	3	5
GRADE=3 Onboard - Promotions to 4									
ONBOARD	#	622	370	152	5	22	4	25	44
	%	100.00%	59.49%	24.44%	00.80%	03.54%	00.64%	04.02%	07.07%
PROMOTED	#	396	220	87	4	25	4	22	34
	%	100.00%	55.56%	21.97%	01.01%	06.31%	01.01%	05.56%	08.59%
EXPECTED	#	396	236	97	3	14	3	16	28
GRADE=4 Onboard - Promotions to 5									
ONBOARD	#	4,413	2,308	1,038	60	227	48	480	252
	%	100.00%	52.30%	23.52%	01.36%	05.14%	01.09%	10.88%	05.71%
PROMOTED	#	1,724	947	360	20	94	22	178	103
	%	100.00%	54.93%	20.88%	01.16%	05.45%	01.28%	10.32%	05.97%
EXPECTED	#	1,724	902	405	23	89	19	188	98
GRADE=5 Onboard - Promotions to 6									
ONBOARD	#	17,649	10,421	3,383	203	780	138	1,541	1,183
	%	100.00%	59.05%	19.17%	01.15%	04.42%	00.78%	08.73%	06.70%
PROMOTED	#	3,768	2,180	674	43	176	26	382	287
	%	100.00%	57.86%	17.89%	01.14%	04.67%	00.69%	10.14%	07.62%
EXPECTED	#	3,768	2,225	722	43	167	29	329	252
GRADE=6 Onboard - Promotions to 7									
ONBOARD	#	19,090	11,466	3,833	204	704	117	1,344	1,422
	%	100.00%	60.06%	20.08%	01.07%	03.69%	00.61%	07.04%	07.45%
PROMOTED	#	3,010	1,808	585	35	119	21	225	217
	%	100.00%	60.07%	19.44%	01.16%	03.95%	00.70%	07.48%	07.21%
EXPECTED	#	3,010	1,808	604	32	111	18	212	224
GRADE=7 Onboard - Promotions to 8									
ONBOARD	#	12,399	7,908	2,227	126	407	61	750	920
	%	100.00%	63.78%	17.96%	01.02%	03.28%	00.49%	06.05%	07.42%
PROMOTED	#	1,120	743	190	8	35	2	62	80
	%	100.00%	66.34%	16.96%	00.71%	03.13%	00.18%	05.54%	07.14%

EXPECTED	#	1,120	714	201	11	37	5	68	83
GRADE=8 Onboard - Promotions to 9									
ONBOARD	#	4,567	3,211	756	20	104	15	182	279
	%	100.00%	70.31%	16.55%	00.44%	02.28%	00.33%	03.99%	06.11%
PROMOTED	#	653	391	126	7	28	3	40	58
	%	100.00%	59.88%	19.30%	01.07%	04.29%	00.46%	06.13%	08.88%
EXPECTED	#	653	459	108	3	15	2	26	40
GRADE=9 Onboard - Promotions to 10									
ONBOARD	#	2,789	1,844	520	29	69	7	136	184
	%	100.00%	66.12%	18.64%	01.04%	02.47%	00.25%	04.88%	06.60%
PROMOTED	#	161	100	27	0	8	0	10	16
	%	100.00%	62.11%	16.77%	00.00%	04.97%	00.00%	06.21%	09.94%
EXPECTED	#	161	106	30	2	4	0	8	11
GRADE=10 Onboard - Promotions to 11									
ONBOARD	#	750	349	261	7	32	1	43	57
	%	100.00%	46.53%	34.80%	00.93%	04.27%	00.13%	05.73%	07.60%
PROMOTED	#	126	51	40	1	11	0	9	14
	%	100.00%	40.48%	31.75%	00.79%	08.73%	00.00%	07.14%	11.11%
EXPECTED	#	126	59	44	1	5	0	7	10
GRADE=11 Onboard - Promotions to 12									
ONBOARD	#	885	367	326	17	46	2	57	70
	%	100.00%	41.47%	36.84%	01.92%	05.20%	00.23%	06.44%	07.91%
PROMOTED	#	70	30	20	1	6	0	7	6
	%	100.00%	42.86%	28.57%	01.43%	08.57%	00.00%	10.00%	08.57%
EXPECTED	#	70	29	26	1	4	0	5	6
TOTAL Grade 2-11 Onboard - Promotions to 3-12									
ONBOARD	#	63,235	38,300	12,503	671	2,391	393	4,561	4,416
	%	100.00%	60.57%	19.77%	01.06%	03.78%	00.62%	07.21%	06.98%
PROMOTED	#	11,104	6,505	2,136	119	503	78	941	822
	%	100.00%	58.58%	19.24%	01.07%	04.53%	00.70%	08.47%	07.40%
EXPECTED	#	11,104	6,726	2,195	118	420	69	801	775

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 3-12 Single Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Race/Ethnicity and Sex FY 2008

Occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included

VA-wide		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	71	36	35	5	2	20	23	7	8	1	1	0	0	2	1	1	0
	%	100.01%	50.71%	49.30%	07.04%	02.82%	28.17%	32.39%	09.86%	11.27%	01.41%	01.41%	00.00%	00.00%	02.82%	01.41%	01.41%	00.00%
PROMOTED	#	76	47	29	10	3	17	9	17	13	1	2	0	0	1	2	1	0
	%	100.02%	61.86%	38.16%	13.16%	03.95%	22.37%	11.84%	22.37%	17.11%	01.32%	02.63%	00.00%	00.00%	01.32%	02.63%	01.32%	00.00%
EXPECTED	#	76	39	37	5	2	21	25	7	9	1	1	0	0	2	1	1	0
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	622	317	305	45	8	139	160	124	122	6	11	0	0	3	3	0	1
	%	99.99%	50.96%	49.03%	07.23%	01.29%	22.35%	25.72%	19.94%	19.61%	00.96%	01.77%	00.00%	00.00%	00.48%	00.48%	00.00%	00.16%
PROMOTED	#	396	188	208	20	13	83	96	76	91	6	3	0	0	3	3	0	2
	%	100.01%	47.48%	52.53%	05.05%	03.28%	20.96%	24.24%	19.19%	22.98%	01.52%	00.76%	00.00%	00.00%	00.76%	00.76%	00.00%	00.51%
EXPECTED	#	396	202	194	29	5	89	102	79	78	4	7	0	0	2	2	0	1
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	4,413	2,022	2,391	200	144	985	1,239	731	901	62	57	0	0	37	42	7	8
	%	99.99%	45.81%	54.18%	04.53%	03.26%	22.32%	28.08%	16.56%	20.42%	01.40%	01.29%	00.00%	00.00%	00.84%	00.95%	00.16%	00.18%
PROMOTED	#	1,724	667	1,057	74	70	306	582	250	356	17	25	0	0	13	15	7	9

	%	100.00%	38.69%	61.31%	04.29%	04.06%	17.75%	33.76%	14.50%	20.65%	00.99%	01.45%	00.00%	00.00%	00.75%	00.87%	00.41%	00.52%
EXPECTED	#	1,724	790	934	78	56	385	484	285	352	24	22	0	0	14	16	3	3
GRADE=5 Onboard - Promotions to 6																		
ONBOARD	#	17,649	5,836	11,813	647	761	2,846	6,345	1,997	4,189	240	306	0	0	74	170	32	42
	%	100.01%	33.08%	66.93%	03.67%	04.31%	16.13%	35.95%	11.32%	23.74%	01.36%	01.73%	00.00%	00.00%	00.42%	00.96%	00.18%	00.24%
PROMOTED	#	3,768	1,258	2,510	145	172	644	1,343	395	861	54	77	0	0	11	40	9	17
	%	99.98%	33.38%	66.60%	03.85%	04.56%	17.09%	35.64%	10.48%	22.85%	01.43%	02.04%	00.00%	00.00%	00.29%	01.06%	00.24%	00.45%
EXPECTED	#	3,768	1,246	2,522	138	162	608	1,355	427	895	51	65	0	0	16	36	7	9
GRADE=6 Onboard - Promotions to 7																		
ONBOARD	#	19,090	6,602	12,488	758	854	3,447	6,805	2,016	4,179	289	454	0	0	75	157	17	39
	%	99.99%	34.58%	65.41%	03.97%	04.47%	18.06%	35.65%	10.56%	21.89%	01.51%	02.38%	00.00%	00.00%	00.39%	00.82%	00.09%	00.20%
PROMOTED	#	3,010	1,018	1,992	111	156	564	1,145	280	593	44	55	0	0	13	35	6	8
	%	100.00%	33.82%	66.18%	03.69%	05.18%	18.74%	38.04%	09.30%	19.70%	01.46%	01.83%	00.00%	00.00%	00.43%	01.16%	00.20%	00.27%
EXPECTED	#	3,010	1,041	1,969	119	135	544	1,073	318	659	45	72	0	0	12	25	3	6
GRADE=7 Onboard - Promotions to 8																		
ONBOARD	#	12,399	4,308	8,091	485	595	2,403	4,784	1,124	2,344	239	268	0	0	47	92	10	8
	%	99.99%	34.75%	65.24%	03.91%	04.80%	19.38%	38.58%	09.07%	18.90%	01.93%	02.16%	00.00%	00.00%	00.38%	00.74%	00.08%	00.06%
PROMOTED	#	1,120	409	711	49	47	237	458	100	175	17	23	0	0	4	8	2	0
	%	100.01%	36.53%	63.48%	04.38%	04.20%	21.16%	40.89%	08.93%	15.63%	01.52%	02.05%	00.00%	00.00%	00.36%	00.71%	00.18%	00.00%
EXPECTED	#	1,120	389	731	44	54	217	432	102	212	22	24	0	0	4	8	1	1
GRADE=8 Onboard - Promotions to 9																		
ONBOARD	#	4,567	1,493	3,074	165	163	842	2,040	391	773	78	69	0	0	13	24	4	5
	%	100.01%	32.69%	67.32%	03.61%	03.57%	18.44%	44.67%	08.56%	16.93%	01.71%	01.51%	00.00%	00.00%	00.28%	00.53%	00.09%	00.11%
PROMOTED	#	653	280	373	32	20	160	242	65	99	16	8	0	0	3	2	4	2
	%	100.00%	42.87%	57.13%	04.90%	03.06%	24.50%	37.06%	09.95%	15.16%	02.45%	01.23%	00.00%	00.00%	00.46%	00.31%	00.61%	00.31%
EXPECTED	#	653	213	440	24	23	120	292	56	111	11	10	0	0	2	3	1	1
GRADE=9 Onboard - Promotions to 10																		
ONBOARD	#	2,789	1,215	1,574	100	84	799	1,088	230	345	67	36	0	0	17	16	2	5
	%	100.00%	43.57%	56.43%	03.59%	03.01%	28.65%	39.01%	08.25%	12.37%	02.40%	01.29%	00.00%	00.00%	00.61%	00.57%	00.07%	00.18%
PROMOTED	#	161	82	79	14	1	48	56	16	19	4	2	0	0	0	1	0	0
	%	99.99%	50.93%	49.06%	08.70%	00.62%	29.81%	34.78%	09.94%	11.80%	02.48%	01.24%	00.00%	00.00%	00.00%	00.62%	00.00%	00.00%

EXPECTED	#	161	70	91	6	5	46	63	13	20	4	2	0	0	1	1	0	0
GRADE=10 Onboard - Promotions to 11																		
ONBOARD	#	750	530	220	38	13	388	140	82	58	16	7	0	0	6	2	0	0
	%	99.99%	70.66%	29.33%	05.07%	01.73%	51.73%	18.67%	10.93%	07.73%	02.13%	00.93%	00.00%	00.00%	00.80%	00.27%	00.00%	00.00%
PROMOTED	#	126	88	38	9	2	64	20	13	16	1	0	0	0	1	0	0	0
	%	99.99%	69.83%	30.16%	07.14%	01.59%	50.79%	15.87%	10.32%	12.70%	00.79%	00.00%	00.00%	00.00%	00.79%	00.00%	00.00%	00.00%
EXPECTED	#	126	89	37	6	2	65	24	14	10	3	1	0	0	1	0	0	0
GRADE=11 Onboard - Promotions to 12																		
ONBOARD	#	885	681	204	51	10	506	138	86	45	33	9	0	0	5	2	0	0
	%	100.00%	76.95%	23.05%	05.76%	01.13%	57.18%	15.59%	09.72%	05.08%	03.73%	01.02%	00.00%	00.00%	00.56%	00.23%	00.00%	00.00%
PROMOTED	#	70	46	24	6	1	34	16	5	7	1	0	0	0	0	0	0	0
	%	100.00%	65.71%	34.29%	08.57%	01.43%	48.57%	22.86%	07.14%	10.00%	01.43%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	70	54	16	4	1	40	11	7	4	3	1	0	0	0	0	0	0
TOTAL Grade 2-11 Onboard - Promotions to 3-12																		
ONBOARD	#	63,235	23,040	40,195	2,494	2,634	12,375	22,762	6,788	12,964	1,031	1,218	0	0	279	509	73	108
	%	100.00%	36.43%	63.57%	03.94%	04.17%	19.57%	36.00%	10.73%	20.50%	01.63%	01.93%	00.00%	00.00%	00.44%	00.80%	00.12%	00.17%
PROMOTED	#	11,104	4,083	7,021	470	485	2,157	3,967	1,217	2,230	161	195	0	0	49	106	29	38
	%	100.00%	36.77%	63.23%	04.23%	04.37%	19.43%	35.73%	10.96%	20.08%	01.45%	01.76%	00.00%	00.00%	00.44%	00.95%	00.26%	00.34%
EXPECTED	#	11,104	4,045	7,059	437	463	2,173	3,997	1,191	2,276	181	214	0	0	49	89	13	19

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 3-12 Single Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table B9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE - Title 5 GS Grade 13-15 Permanent Workforce - by Disability FY 2008

Occupations: All occupations except doctors and nurses.

	TOTAL	Total by Disability Status	Detail for Targeted Disabilities
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VA-wide			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GRADE=12 Onboard - Promotions to 13															
ONBOARD	#	14,382	9,827	3,091	1,283	181	16	33	20	30	13	17	0	47	5
	%	100.00%	68.33%	21.49%	08.92%	01.26%	00.11%	00.23%	00.14%	00.21%	00.09%	00.12%	00.00%	00.33%	00.03%
PROMOTED	#	1,662	1,279	230	138	15	0	6	1	2	0	1	0	3	2
	%	100.00%	76.96%	13.84%	08.30%	00.90%	00.00%	00.36%	00.06%	00.12%	00.00%	00.06%	00.00%	00.18%	00.12%
EXPECTED	#	1,662	1,136	357	148	21	--	--	--	--	--	--	--	--	--
GRADE=13 Onboard - Promotions to 14															
ONBOARD	#	10,008	6,543	2,583	780	102	2	22	14	22	8	19	0	12	3
	%	100.00%	65.38%	25.81%	07.79%	01.02%	00.02%	00.22%	00.14%	00.22%	00.08%	00.19%	00.00%	00.12%	00.03%
PROMOTED	#	758	538	153	60	7	0	1	1	2	1	1	0	0	1
	%	100.00%	70.98%	20.18%	07.92%	00.92%	00.00%	00.13%	00.13%	00.26%	00.13%	00.13%	00.00%	00.00%	00.13%
EXPECTED	#	758	496	196	59	8	--	--	--	--	--	--	--	--	--
GRADE=14 Onboard - Promotions to 15															
ONBOARD	#	3,246	2,009	996	211	30	0	6	7	5	3	2	0	6	1
	%	100.00%	61.89%	30.68%	06.50%	00.92%	00.00%	00.18%	00.22%	00.15%	00.09%	00.06%	00.00%	00.18%	00.03%
PROMOTED	#	190	132	44	14	0	0	0	0	0	0	0	0	0	0
	%	100.00%	69.47%	23.16%	07.37%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	190	118	58	12	2	--	--	--	--	--	--	--	--	--
TOTAL Grade 12-14 Onboard - Promotions to 13,14,15															
ONBOARD	#	27,636	18,379	6,670	2,274	313	18	61	41	57	24	38	0	65	9
	%	100.00%	66.50%	24.14%	08.23%	01.13%	00.07%	00.22%	00.15%	00.21%	00.09%	00.14%	00.00%	00.24%	00.03%
PROMOTED	#	2,610	1,949	427	212	22	0	7	2	4	1	2	0	3	3
	%	100.00%	74.67%	16.36%	08.12%	00.84%	00.00%	00.27%	00.08%	00.15%	00.04%	00.08%	00.00%	00.11%	00.11%
EXPECTED	#	2,610	1,736	630	215	29	--	--	--	--	--	--	--	--	--

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 13-15 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table C9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE - Title 5 GS Grade 13-15 Permanent Workforce - by Veterans Preference FY 2008

Occupations: All occupations except doctors and nurses.

VA-wide		TOTAL	Detail for Veterans Preference						
			None	5 Point	10 Point Disability	10 Point - <30% Disability	10 Point Other - Spouse, Widow, etc.	10 Point - >30% Disability	Unknown
GRADE=12 Onboard - Promotions to 13									
ONBOARD	#	14,382	10,137	2,105	129	432	34	866	679
	%	100.00%	70.48%	14.64%	00.90%	03.00%	00.24%	06.02%	04.72%
PROMOTED	#	1,662	1,203	202	9	42	4	116	86
	%	100.00%	72.38%	12.15%	00.54%	02.53%	00.24%	06.98%	05.17%
EXPECTED	#	1,662	1,171	243	15	50	4	100	78
GRADE=13 Onboard - Promotions to 14									
ONBOARD	#	10,008	7,204	1,499	76	272	20	422	515
	%	100.00%	71.98%	14.98%	00.76%	02.72%	00.20%	04.22%	05.15%
PROMOTED	#	758	529	114	4	17	4	45	45
	%	100.00%	69.79%	15.04%	00.53%	02.24%	00.53%	05.94%	05.94%
EXPECTED	#	758	546	114	6	21	2	32	39
GRADE=14 Onboard - Promotions to 15									
ONBOARD	#	3,246	2,283	543	32	85	8	128	167
	%	100.00%	70.33%	16.73%	00.99%	02.62%	00.25%	03.94%	05.14%
PROMOTED	#	190	145	21	1	3	0	8	12
	%	100.00%	76.32%	11.05%	00.53%	01.58%	00.00%	04.21%	06.32%
EXPECTED	#	190	134	32	2	5	0	7	10
TOTAL Grade 12-14 Onboard - Promotions to 13,14,15									
ONBOARD	#	27,636	19,624	4,147	237	789	62	1,416	1,361
	%	100.00%	71.01%	15.01%	00.86%	02.85%	00.22%	05.12%	04.92%
PROMOTED	#	2,610	1,877	337	14	62	8	169	143

	%	100.00%	71.92%	12.91%	00.54%	02.38%	00.31%	06.48%	05.48%
EXPECTED	#	2,610	1,853	392	22	74	6	134	128

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 13-15 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2008

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE: GS 13/14																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	2,500	1,181	1,319	59	72	929	895	137	266	46	69	0	0	7	13	3	4
	%	100.00%	47.24%	52.76%	02.36%	02.88%	37.16%	35.80%	05.48%	10.64%	01.84%	02.76%	00.00%	00.00%	00.28%	00.52%	00.12%	00.16%
Relevant Pool		28,808	13,491	15,317	715	786	10,536	10,933	1,451	2,516	623	883	0	0	125	162	41	37
GRADE: GS 15																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	221	122	99	4	1	93	78	12	14	11	6	0	0	2	0	0	0
	%																	

	%	99.98%	55.20%	44.78%	01.81%	00.45%	42.08%	35.29%	05.43%	06.33%	04.98%	02.71%	00.00%	00.00%	00.90%	00.00%	00.00%	00.00%
Relevant Pool		3,809	2,158	1,651	65	66	1,807	1,182	186	327	81	58	0	0	14	15	5	3
GRADE: SES																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	40	27	13	2	1	20	11	1	1	2	0	0	0	2	0	0	0
	%	100.00%	67.50%	32.50%	05.00%	02.50%	50.00%	27.50%	02.50%	02.50%	05.00%	00.00%	00.00%	00.00%	05.00%	00.00%	00.00%	00.00%
Relevant Pool		16,958	11,604	5,354	667	341	8,491	3,279	430	347	1,883	1,314	0	0	113	66	20	7

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

Please see Data Definitions for NOA codes and Pay Plans included in this report.

*** This data is not available.

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Disability FY 2008

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GRADE: GS 13/14															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	2,500	1,888	387	203	22	0	7	2	4	1	2	0	3	3
	%	100.00%	75.52%	15.48%	08.12%	00.88%	00.00%	00.28%	00.08%	00.16%	00.04%	00.08%	00.00%	00.12%	00.12%
Relevant Pool		28,808	20,596	5,547	2,348	317	19	63	37	49	22	44	0	74	9
GRADE: GS 15															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	221	160	45	15	1	0	0	0	0	0	1	0	0	0
	%	100.00%	72.40%	20.36%	06.79%	00.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.45%	00.00%	00.00%	00.00%
Relevant Pool		3,809	2,530	976	267	36	0	7	8	7	4	3	0	5	2
GRADE: SES															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	40	30	8	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	20.00%	05.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		16,958	13,651	2,578	643	86	1	4	6	18	8	13	0	33	3

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

Please see Data Definitions for NOA codes and Pay Plans included in this report.

*** This data is not available.

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Race/Ethnicity and Sex FY 2008

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-off Awards - 1-9 hours																		
Total Time-off Awards - 1-9 hours	#	17,355	6,928	10,427	472	511	4,707	6,881	1,386	2,329	247	473	0	0	90	198	26	35
	%	100.00%	39.92%	60.08%	02.72%	02.94%	27.12%	39.65%	07.99%	13.42%	01.42%	02.73%	00.00%	00.00%	00.52%	01.14%	00.15%	00.20%
Total Hours		108,756	43,843	64,913	3,205	3,430	29,669	42,348	8,587	14,672	1,626	3,026	0	0	576	1,203	180	234
Average Hours		6.27	6.33	6.23	6.79	6.71	6.30	6.15	6.20	6.30	6.58	6.40	0.00	0.00	6.40	6.08	6.92	6.69
Time-off Awards - 9+ hours																		
Total	#	2,277	719	1,558	53	73	435	852	136	396	76	188	0	0	16	47	3	2

Time-off Awards over 9 hours	%	100.00%	31.57%	68.43%	02.33%	03.21%	19.10%	37.42%	05.97%	17.39%	03.34%	08.26%	00.00%	00.00%	00.70%	02.06%	00.13%	00.09%
Total Hours		42,002	13,330	28,672	1,036	1,356	8,433	16,164	2,320	7,060	1,233	3,192	0	0	252	860	56	40
Average Hours		18.45	18.54	18.40	19.55	18.58	19.39	18.97	17.06	17.83	16.22	16.98	0.00	0.00	15.75	18.30	18.67	20.00
Cash Awards - \$100 - \$500																		
Total Cash Awards \$500 and under	#	125,682	47,881	77,801	3,417	3,902	28,971	47,375	12,598	21,357	2,193	3,992	0	0	547	941	155	234
	%	99.99%	38.09%	61.90%	02.72%	03.10%	23.05%	37.69%	10.02%	16.99%	01.74%	03.18%	00.00%	00.00%	00.44%	00.75%	00.12%	00.19%
Total Amount		34,744,635	13,222,850	21,521,786	996,405	1,105,002	8,007,371	13,203,804	3,390,902	5,763,333	638,224	1,137,896	0	0	145,308	255,668	44,639	56,083
Average Amount		276.45	276.16	276.63	291.60	283.19	276.39	278.71	269.16	269.86	291.03	285.04	0.00	0.00	265.65	271.70	287.99	239.67
Cash Awards - \$501+																		
Total Cash Awards \$501 and over	#	121,436	47,547	73,889	3,070	3,664	32,629	49,053	8,784	16,373	2,497	3,854	0	0	443	797	124	148
	%	99.99%	39.15%	60.84%	02.53%	03.02%	26.87%	40.39%	07.23%	13.48%	02.06%	03.17%	00.00%	00.00%	00.36%	00.66%	00.10%	00.12%
Total Amount		204,043,767	80,301,886	123,741,881	5,089,799	6,328,883	58,350,501	87,121,694	11,801,852	23,128,072	4,130,688	5,806,499	0	0	713,259	1,099,392	215,787	257,341
Average Amount		1,680.26	1,688.89	1,674.70	1,657.91	1,727.32	1,788.30	1,776.07	1,343.56	1,412.57	1,654.26	1,506.62	0.00	0.00	1,610.07	1,379.41	1,740.22	1,738.79
Quality Step Increases (QSIs)																		
Total QSIs Awarded	#	1,855	643	1,212	39	67	465	792	97	266	39	78	0	0	3	8	0	1
	%	99.99%	34.66%	65.33%	02.10%	03.61%	25.07%	42.70%	05.23%	14.34%	02.10%	04.20%	00.00%	00.00%	00.16%	00.43%	00.00%	00.05%
Total Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Average Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Please see Data Definitions for NOA codes included in the types recognition and awards.

*** This data is not available.

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Disability FY 2008

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of

															Limb/Spine
Time-off Awards - 1-9 hours															
Total Time-off Awards - 1-9 hours	#	17,355	12,581	2,860	1,664	250	20	38	11	20	9	26	18	104	4
	%	100.00%	72.49%	16.48%	09.59%	01.44%	00.12%	00.22%	00.06%	00.12%	00.05%	00.15%	00.10%	00.60%	00.02%
Total Hours		108,756	78,987	17,988	10,217	1,564	128	244	72	106	64	182	100	640	28
Average Hours		6.27	6.28	6.29	6.14	6.26	6.40	6.42	6.55	5.30	7.11	7.00	5.56	6.15	7.00
Time-off Awards - 9+ hours															
Total Time-off Awards over 9 hours	#	2,277	1,636	392	224	25	6	2	2	4	2	4	0	4	1
	%	100.00%	71.85%	17.22%	09.84%	01.10%	00.26%	00.09%	00.09%	00.18%	00.09%	00.18%	00.00%	00.18%	00.04%
Total Hours		42,002	30,085	7,587	3,932	398	88	56	32	64	28	60	0	60	10
Average Hours		18.45	18.39	19.35	17.55	15.92	14.67	28.00	16.00	16.00	14.00	15.00	0.00	15.00	10.00
Cash Awards - \$100 - \$500															
Total Cash Awards \$500 and under	#	125,682	91,132	20,990	11,500	2,060	196	234	106	208	76	275	154	772	39
	%	100.00%	72.51%	16.70%	09.15%	01.64%	00.16%	00.19%	00.08%	00.17%	00.06%	00.22%	00.12%	00.61%	00.03%
Total Amount		34,744,635	25,142,577	5,929,737	3,104,210	568,112	52,231	62,486	28,320	57,831	19,953	78,912	42,673	213,049	12,657
Average Amount		276.45	275.89	282.50	269.93	275.78	266.48	267.03	267.17	278.03	262.54	286.95	277.10	275.97	324.54
Cash Awards - \$501+															
Total Cash Awards \$501 and over	#	121,436	84,789	26,050	9,132	1,465	119	203	115	160	64	211	66	497	30
	%	100.00%	69.82%	21.45%	07.52%	01.21%	00.10%	00.17%	00.09%	00.13%	00.05%	00.17%	00.05%	00.41%	00.02%
Total Amount		204,043,767	140,235,784	47,992,484	13,768,639	2,046,860	131,043	277,963	163,485	263,290	96,055	277,834	141,124	655,901	40,165
Average Amount		1,680.26	1,653.94	1,842.32	1,507.74	1,397.17	1,101.20	1,369.28	1,421.61	1,645.56	1,500.86	1,316.75	2,138.24	1,319.72	1,338.83
Quality Step Increases (QSIs)															
Total QSIs Awarded	#	1,855	1,372	343	117	23	1	1	1	5	2	6	0	7	0
	%	100.00%	73.96%	18.49%	06.31%	01.24%	00.05%	00.05%	00.05%	00.27%	00.11%	00.32%	00.00%	00.38%	00.00%
Total Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***
Average Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Please see Data Definitions for NOA codes included in the types recognition and awards.

*** This data is not available.

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Permanent Workforce - by Race/Ethnicity and Sex FY 2008

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary	#	16,975	7,868	9,107	388	379	4,102	4,428	1,160	1,632	296	393	0	0	69	82	1,853	2,193
	%	100.00%	46.35%	53.65%	02.29%	02.23%	24.16%	26.09%	06.83%	09.61%	01.74%	02.32%	00.00%	00.00%	00.41%	00.48%	10.92%	12.92%
Involuntary	#	2,111	1,132	979	53	26	240	293	330	231	18	25	0	0	5	8	486	396
	%	99.99%	53.62%	46.37%	02.51%	01.23%	11.37%	13.88%	15.63%	10.94%	00.85%	01.18%	00.00%	00.00%	00.24%	00.38%	23.02%	18.76%
Total Separations	#	19,087	9,001	10,086	441	405	4,342	4,721	1,491	1,863	314	418	0	0	74	90	2,339	2,589
	%	99.99%	47.16%	52.83%	02.31%	02.12%	22.75%	24.73%	07.81%	09.76%	01.65%	02.19%	00.00%	00.00%	00.39%	00.47%	12.25%	13.56%
Total Work Force	#	251,892	102,223	149,669	8,061	8,864	63,065	90,480	23,545	38,073	5,928	9,957	0	0	1,238	1,809	386	486
	%	99.99%	40.58%	59.41%	03.20%	03.52%	25.04%	35.92%	09.35%	15.11%	02.35%	03.95%	00.00%	00.00%	00.49%	00.72%	00.15%	00.19%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Please see Data Definitions for NOA codes included in the types of separations.

Table B14: SEPARATIONS BY TYPE OF SEPARATION - Permanent Workforce - by Disability FY 2008

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Voluntary	#	16,975	11,272	3,646	1,762	295	13	28	14	28	10	40	12	146	4
	%	100.00%	66.40%	21.48%	10.38%	01.74%	00.08%	00.16%	00.08%	00.16%	00.06%	00.24%	00.07%	00.86%	00.02%
Involuntary	#	2,111	1,673	116	247	75	3	7	2	3	0	3	3	53	1
	%	100.00%	79.25%	05.50%	11.70%	03.55%	00.14%	00.33%	00.09%	00.14%	00.00%	00.14%	00.14%	02.51%	00.05%
Total Separations	#	19,087	12,946	3,762	2,009	370	16	35	16	31	10	43	15	199	5
	%	100.00%	67.83%	19.71%	10.53%	01.94%	00.08%	00.18%	00.08%	00.16%	00.05%	00.23%	00.08%	01.04%	00.03%
Total Work	#	251,892	187,412	39,922	20,796	3,762	337	449	198	358	144	499	292	1,406	79

Force	%	100.00%	74.40%	15.85%	08.26%	01.49%	00.13%	00.18%	00.08%	00.14%	00.06%	00.20%	00.12%	00.56%	00.03%
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Data shown includes WG grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Please see Data Definitions for NOA codes included in the types of separations.

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2008

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. TOTAL COMPLETED/ENDED COUNSELINGS	3993	3657
1. COUNSELED WITHIN 30 DAYS	2149	1988
2. COUNSELED WITHIN 31 TO 90 DAYS	1797	1751
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	123	122
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	1565	1533
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	109	109
3. COUNSELED BEYOND 90 DAYS	47	47
4. COUNSELED DUE TO REMANDS	0	0
ADR INTAKE OFFICER		
	COUNSELINGS	INDIVIDUALS
B. TOTAL COMPLETED/ENDED COUNSELINGS	0	0
1. COUNSELED WITHIN 30 DAYS	0	0
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	0	0
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	0	0
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	0	0
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	0	0
COMBINED TOTAL		
	COUNSELINGS	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	3993	3658
1. COUNSELED WITHIN 30 DAYS	2149	1988
2. COUNSELED WITHIN 31 TO 90 DAYS	1797	1751
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	123	122
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	1565	1533
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	109	109
3. COUNSELED BEYOND 90 DAYS	47	47
4. COUNSELED DUE TO REMANDS	0	0
D. COUNSELING ACTIVITIES		
	COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	633	486
2. INITIATED DURING THE REPORTING PERIOD	4199	3909
3. COMPLETED/ENDED COUNSELINGS	3993	3658
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	275	273
b. WITHDRAWALS/NO COMPLAINT FILED	1489	1418
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	2111	1953
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	118	118
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	839	728

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	8	8	\$ 61670.91
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	6	6	\$ 46170.91
4. ATTORNEY FEES AND COSTS	2	2	\$ 15500.00
5.	0	0	0.00
6.	0	0	0.00
7.	0	0	0.00
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	67	67	
1. HIRES	1	1	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	1	1	
2. PROMOTIONS	3	3	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	3	3	
3. EXPUNGEMENTS	10	10	
4. REASSIGNMENTS	9	9	
5. REMOVALS RESCINDED	10	10	
a. REINSTATEMENT	5	5	
b. VOLUNTARY RESIGNATION	5	5	
6. ACCOMMODATIONS	2	2	
7. TRAINING	5	5	
8. APOLOGY	1	1	
9. DISCIPLINARY ACTIONS	9	9	
a. RESCINDED	6	6	
b. MODIFIED	3	3	
10. PERFORMANCE EVALUATION MODIFIED	3	3	
11. LEAVE RESTORED	6	6	
12. Priority Consideration for next vacancy	3	3	
13. Improve Terms of Employment	12	12	
G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	25	25	\$ 310212.60
1. COMPENSATORY DAMAGES	3	3	\$ 32500.00
2. BACKPAY/FRONTPAY	5	5	\$ 22662.60
3. LUMP SUM PAYMENT	13	13	\$ 244000.00
4. ATTORNEY FEES AND COSTS	4	4	\$ 11050.00
5.	0	0	0.00
6.	0	0	0.00
7.	0	0	0.00
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	208	193	
1. HIRES	1	1	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	1	1	
2. PROMOTIONS	17	17	
a. RETROACTIVE	3	3	
b. NON-RETROACTIVE	14	14	
3. EXPUNGEMENTS	21	21	
4. REASSIGNMENTS	18	17	
5. REMOVALS RESCINDED	18	18	
a. REINSTATEMENT	6	6	
b. VOLUNTARY RESIGNATION	12	12	
6. ACCOMMODATIONS	11	11	
7. TRAINING	41	40	
8. APOLOGY	9	9	
9. DISCIPLINARY ACTIONS	32	31	
a. RESCINDED	21	21	
b. MODIFIED	11	10	
10. PERFORMANCE EVALUATION MODIFIED	16	16	
11. LEAVE RESTORED	13	13	
12. Improve terms of Employment	54	54	
13. Priority Consideration for next vacancy	6	6	
I. NON-ADR SETTLEMENTS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	67	67	

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2008

PART II - FORMAL COMPLAINT ACTIVITIES

1776	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
2111	B. COMPLAINTS FILED
149	C. REMANDS (sum of lines C1+C2+C3)
92	C.1. REMANDS (NOT INCLUDED IN A. OR B.)
57	C.2. REMANDS (INCLUDED IN A. OR B.)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1. OR C.2. ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
3979	D. TOTAL COMPLAINTS (sum of lines A+B+C1)
3817	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
1770	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
162	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
93	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
2173	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F + H)) + [(C2 + C3) - C4]
1953	J. INDIVIDUALS FILING COMPLAINTS
77	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES				
	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
1. WORK FORCE				
a. TOTAL WORK FORCE	277361			
b. PERMANENT EMPLOYEES	251892			
2. COUNSELOR	34		7	
a. FULL-TIME	34	100.00	1	14.29
b. PART-TIME	0	0.00	6	85.71
c. COLLATERAL DUTY	0	0.00	0	0.00
3. INVESTIGATOR	43		196	
a. FULL-TIME	43	100.00	44	22.45
b. PART-TIME	0	0.00	152	77.55
c. COLLATERAL DUTY	0	0.00	0	0.00
4. COUNSELOR/INVESTIGATOR	6		60	
a. FULL-TIME	6	100.00	35	58.33
b. PART-TIME	0	0.00	25	41.67
c. COLLATERAL DUTY	0	0.00	0	0.00

B. AGENCY & CONTRACT STAFF TRAINING						
	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL	2	1	11	28	0	16
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	2	1	11	25	0	16
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	3	0	0
2. EXPERIENCED STAFF - TOTAL	32	6	32	168	6	44
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	32	6	32	158	6	44
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	10	0	0

C. REPORTING LINE						
1	EEO DIRECTOR'S NAME: Rafael A. Torres					
1a.	DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?	<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center;">YES</td> <td style="width: 50%; text-align: center;">NO</td> </tr> <tr> <td style="text-align: center;">X</td> <td></td> </tr> </table>	YES	NO	X	
YES	NO					
X						

2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO? PERSON: TITLE:
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION? PERSON: Rafael A. Torres TITLE: Deputy Assistant Secretary for Resolution Management
4	WHO DOES THAT PERSON REPORT TO? PERSON: Willie L. Hensley TITLE: Acting Assistant Secretary for Human Resources and Administration

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2008

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION															EQUAL PAY ACT		AGE	DISABILITY		TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINANTS BY ISSUE
	RACE						COLOR	RELIGION	REFUSAL	SEX		NATIONAL ORIGIN		MALE	FEMALE	MENTAL	PHYSICAL						
	AMER. INDIAN ALASKA NATIVE	ASIAN	PACIFIC ISLANDER	BLACK / AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE	HISPANIC	OTHER										
A. ASSIGNMENT/DUTY	0	1	0	18	4	0	3	2	22	4	2	1	1				38	5	25	126	92	86	
B. ASSIGNMENT OF DUTIES	0	1	0	39	5	0	3	6	66	12	27	7	6				30	17	18	237	141	139	
C. AWARDS	0	0	0	11	1	0	0	2	18	2	3	2	0				6	3	2	50	33	32	
D. CONFESSION TO PULL TIME	0	0	0	0	0	0	0	0	0	0	0	0	0				1	0	0	1	1	1	
E. DISCIPLINARY ACTION	0	7	0	82	12	0	7	8	140	33	38	6	8				65	27	49	482	302	300	
1. DEMOTION	0	1	0	1	1	0	0	1	2	0	2	0	1				2	0	3	14	9	9	
2. REPRISAL	0	0	0	21	2	0	3	2	30	3	5	2	2				11	8	7	96	56	55	
3. SUSPENSION	0	2	0	25	4	0	0	2	48	13	18	2	1				22	7	13	157	96	95	
4. REMOVAL	0	0	0	19	2	0	1	1	21	6	8	1	3				14	7	14	97	59	59	
5. Admonishment	0	1	0	4	0	0	1	1	13	3	1	0	0				6	0	1	31	25	25	
6. Letter of Warning	0	0	0	1	0	0	0	0	4	1	0	0	0				1	0	1	8	6	6	
7. Verbal or Written Counseling	0	3	0	11	3	0	2	1	22	7	4	1	1				9	5	10	79	51	51	
F. DUTY HOURS	0	2	0	11	1	0	0	5	21	5	9	1	2				11	3	12	83	53	53	
G. EVALUATION/APPEAL	1	1	0	32	4	0	2	3	63	6	20	2	5				22	6	12	179	116	115	
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	1	0	0	0	0				0	0	0	1	1	1	
I. RAPE/SEXUAL	2	15	0	194	41	0	26	28	313	98	169	22	36				130	52	107	1233	772	740	
1. NON-SEXUAL	2	15	0	194	41	0	26	28	306	79	132	22	36				130	52	107	1170	711	679	
2. SEXUAL									7	19	37									63	61	61	
J. MEDICAL EXAMINATION	0	0	0	0	1	0	0	0	3	0	2	0	0				1	0	4	11	9	9	
K. PAY INCLUDING OVERTIME	0	1	0	24	5	0	3	7	42	8	14	0	8		11	11	25	4	13	176	110	109	
L. PROMOTION/SELECTION	1	9	0	151	34	0	15	15	174	73	62	16	21				191	13	70	845	536	507	
M. REASSIGNMENT	0	0	0	21	9	0	2	2	31	8	11	2	5				17	5	8	121	75	74	
1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0				0	0	0	0	0	0	
2. DIRECTED	0	0	0	21	9	0	2	2	31	8	11	2	5				17	5	8	121	75	74	
N. REASONABLE ACCOMMODATION							2	26										19	79	126	106	106	
O. REINSTATEMENT	0	0	0	0	0	0	0	0	1	0	0	0	0				0	1	1	3	2	2	
P. RETIREMENT	0	1	0	2	1	0	0	0	7	1	1	0	2				13	2	6	36	23	23	
Q. TERMINATION	1	4	0	50	12	0	7	6	35	14	22	4	16				42	22	50	285	185	185	
R. TRANSFER/CONDITIONS OF EMPLOYMENT	0	1	0	10	2	0	1	2	23	4	6	0	1				8	2	5	65	37	37	
S. TIME AND ATTENDANCE	1	4	0	41	5	0	3	4	70	12	16	3	3				24	14	31	231	142	140	
T. TRAINING	1	1	0	8	2	0	3	2	15	5	7	6	2				7	4	5	68	42	42	
U. OTHER (Please specify below)																							
1. Detail	0	0	0	6	1	0	0	0	5	2	3	1	0				2	3	1	24	19	19	
2. Working Conditions	0	0	0	8	2	0	1	3	11	1	5	1	3				4	2	5	46	28	28	
3. Performance Improvement	0	1	0	7	0	0	1	0	13	4	4	0	0				7	1	3	41	24	24	
4. Performance Warnings	0	0	0	2	1	0	0	2	1	1	3	0	3				2	0	0	15	6	6	
5.	0	0	0	0	0	0	0	0	0	0	0	0	0				0	0	0	0	0	0	
TOTAL ISSUES BY BASES	7	49	0	717	143	0	77	99	1101	293	424	74	122	11	11		646	205	506				
TOTAL COMPLAINTS FILED BY BASES	4	33	0	575	105	0	64	63	777	241	302	55	82	11	11		511	128	377				
TOTAL COMPLAINANTS BY BASES	4	33	0	547	101	0	62	60	692	237	295	54	79	11	11		490	125	366				

EEOC FORM 462 (REVISED DECEMBER 2007)

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ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs **REPORTING PERIOD:** FY 2008

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

1171	1. TITLE VII
476	2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
443	3. REHABILITATION ACT
15	4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

2105	THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.
(A1+A2+A3+A4)	

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	1863	682461	366.32
1. WITHDRAWALS	277	55166	199.16
a. NON-ADR WITHDRAWALS	260	53533	205.90
b. ADR WITHDRAWALS	17	1633	96.06
2. SETTLEMENTS	413	195968	474.50
a. NON-ADR SETTLEMENTS	313	156553	500.17
b. ADR SETTLEMENTS	100	39415	394.15
3. FINAL AGENCY DECISIONS (B+C)	1173	431327	367.71
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	882	259286	293.98
1. FINDING DISCRIMINATION	12	5996	499.67
2. FINDING NO DISCRIMINATION	614	233446	380.21
3. DISMISSAL OF COMPLAINTS	256	19844	77.52
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)	291	172041	591.21
1. AJ DECISION FULLY IMPLEMENTED (a+b)	286	168817	590.27
(a) FINDING DISCRIMINATION	7	5487	783.86
(b) FINDING NO DISCRIMINATION	266	157103	590.61
(c) DISMISSAL OF COMPLAINTS	13	6227	479.00
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)	5	3224	644.80
(a) FINDING DISCRIMINATION (i+ii+iii)	5	3224	644.80
i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING	2	949	474.50
iii. AGENCY APPEALED BOTH FINDING AND REMEDY	3	2275	758.33
(b) FINDING NO DISCRIMINATION	0	0	0.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY			
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS			
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)			
AGENCY OR DEPARTMENT: Department of Veterans Affairs		REPORTING PERIOD: FY 2008	
PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)			
	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)	626	42381	67.70
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	182	11587	63.66
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	93	3270	35.16
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	89	8317	93.45
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	206	16642	80.79
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	85	3222	37.91
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	121	13420	110.91
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	155	8713	56.21
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	103	3478	33.77
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	52	5235	100.67
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	83	5439	65.53
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	40	1020	25.50
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	43	4419	102.77
PART VII - SUMMARY OF COMPLAINTS CLOSED BY TYPES OF BENEFITS			
DURING FORMAL COMPLAINT STAGE			
			AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS		432	
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT		182	\$ 3839918.23
1. BACK PAY/FRONT PAY		19	\$ 63265.08
2. LUMP SUM PAYMENT		147	\$ 3128503.15
3. COMPENSATORY DAMAGES		16	\$ 648150.00
C. CLOSURES WITH ATTORNEY FEES AND COSTS		56	\$ 781063.15
D. SUBTOTAL OF ALL MONETARY BENEFITS (B+C)		239	\$ 4620981.38
E. CLOSURES WITH NON-MONETARY BENEFITS		211	
F. TYPES OF BENEFITS		NUMBER OF CLOSURES	NUMBER OF CLOSURES WITH
		WITH MONETARY BENEFITS	NON-MONETARY BENEFITS
1. HIRES		2	6
a. RETROACTIVE		1	0
b. NON-RETROACTIVE		1	6
2. PROMOTIONS		11	6
a. RETROACTIVE		8	3
b. NON-RETROACTIVE		3	3
3. EXPUNGEMENTS		34	24
4. REASSIGNMENTS		22	19
5. REMOVALS RESCINDED		4	5
a. REINSTATEMENT		3	4
b. VOLUNTARY RESIGNATION		1	1
6. ACCOMMODATIONS		2	2
7. TRAINING		2	9
8. APOLOGY		0	1
9. DISCIPLINARY ACTIONS		18	23
a. RESCINDED		17	16
b. MODIFIED		1	7
10. PERFORMANCE EVALUATION MODIFIED		7	10
11. LEAVE RESTORED		33	20
12. LUMP SUM PAYMENT		0	0
13. Improve Terms of Employment		8	9
14. Priority Consideration in Next Vacancy		2	2

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2008

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
	2173	697901		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgment)	12	94	7.83	28
2. COMPLAINTS PENDING IN INVESTIGATION	790	75459	95.52	266
3. COMPLAINTS PENDING IN HEARINGS	1205	551940	458.04	2768
4. COMPLAINTS PENDING A FINAL AGENCY ACTION	166	70408	424.14	2753

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	1414	261194	184.72
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	1106	199375	180.27
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	556	82968	149.22
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	539	110673	205.33
1. TIMELY COMPLETED INVESTIGATIONS	216	45833	212.19
2. UNTIMELY COMPLETED INVESTIGATIONS	323	64840	200.74
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	11	5734	521.27
2. AGENCY INVESTIGATION COSTS	\$ 4079235.00		3688.28
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	308	61819	200.71
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	56	9146	163.32
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	251	52300	208.37
1. TIMELY COMPLETED INVESTIGATIONS	60	13074	217.90
2. UNTIMELY COMPLETED INVESTIGATIONS	191	39226	205.37
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	1	373	373.00
4. CONTRACTOR INVESTIGATION COSTS	\$ 843800.00		2739.61

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs REPORTING PERIOD: FY 2008

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
1. ADR OFFERED BY AGENCY	2964	2786		
2. REJECTED BY COUNSELEE	1172	1042		
3. REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)	37	37		
4. TOTAL ACCEPTED INTO ADR PROGRAM	1755	1707		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS	1755	1707		
1. INHOUSE	515	500		
2. ANOTHER FEDERAL AGENCY	929	905		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	311	302		
4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5. FEDERAL EXECUTIVE BOARD	0	0		
6.	0	0		
7.	0	0		
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS	1755	1707	79325	45.20
1. MEDIATION	1671	1624	76720	45.91
2. SETTLEMENT CONFERENCES	13	13	235	18.08
3. EARLY NEUTRAL EVALUATIONS	16	16	651	40.69
4. FACTFINDING	5	5	201	40.20
5. FACILITATION	50	49	1518	30.36
6. OMBUDSMAN	0	0	0	0.00
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
9.	0	0	0	0.00
10.	0	0	0	0.00
11.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED	1755	1707	91402	52.08
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	208	201	9740	46.83
b. NO FORMAL COMPLAINT FILED	354	333	17765	50.18
c. NO RESOLUTION (COMPLAINT FILED)	742	730	40613	54.73
d. NO ADR ATTEMPT (COMPLAINT FILED)	154	152	7009	45.51
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	297	293	16275	54.80
2. OPEN INVENTORY - ADR PENDING				

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2008

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD					
B. ADR ACTIONS IN COMPLAINT CLOSURES					
1.	ADR OFFERED BY AGENCY	238	233		
2.	REJECTED BY COMPLAINANT	74	71		
3.	REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)	34	34		
4.	TOTAL ACCEPTED INTO ADR PROGRAM	130	128		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES		130	128		
1.	INHOUSE	48	48		
2.	ANOTHER FEDERAL AGENCY	63	61		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	19	19		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.		0	0		
7.		0	0		
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES		130	128	12467	95.90
1.	MEDIATION	124	122	12084	97.45
2.	SETTLEMENT CONFERENCES	3	3	184	61.33
3.	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4.	FACTFINDING	0	0	0	0.00
5.	FACILITATION	2	2	25	12.50
6.	OMBUDSMAN	1	1	174	174.00
7.	MINI-TRIALS	0	0	0	0.00
8.	PEER REVIEW	0	0	0	0.00
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
10.		0	0	0	0.00
11.		0	0	0	0.00
12.		0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED	130	128	12716	97.82
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	100	100	9580	95.80
b.	WITHDRAWAL FROM EEO PROCESS	17	17	1547	91.00
c.	NO RESOLUTION	9	7	1117	124.11
d.	NO ADR ATTEMPT	4	4	472	118.00
2.	OPEN INVENTORY - ADR PENDING				
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
1.	MONETARY (INSERT TOTAL)	48	48	\$ 1271602.72	
a.	COMPENSATORY DAMAGES	5	5	\$ 139000.00	
b.	BACKPAY/FRONTPAY	9	9	\$ 0.00	
c.	LUMP SUM	37	37	\$ 1013192.47	
d.	ATTORNEY FEES AND COSTS	12	12	\$ 119410.25	
e.		0	0	\$ 0.00	
f.		0	0	\$ 0.00	
g.		0	0	\$ 0.00	
2.	NON-MONETARY (INSERT TOTAL)	52	52		
a.	HIRES	2	2		
i.	RETROACTIVE	1	1		
ii.	NON-RETROACTIVE	1	1		
b.	PROMOTIONS	4	4		
i.	RETROACTIVE	3	3		
ii.	NON-RETROACTIVE	1	1		
c.	EXPUNGEMENTS	12	12		
d.	REASSIGNMENTS	16	16		
e.	REMOVALS RESCINDED	5	5		
i.	REINSTATEMENT	5	5		
ii.	VOLUNTARY RESIGNATION	0	0		
f.	ACCOMMODATIONS	2	2		
g.	TRAINING	3	3		
h.	APOLOGY	1	1		
i.	DISCIPLINARY ACTIONS	11	11		
i.	RESCINDED	8	8		
ii.	MODIFIED	3	3		
j.	PERFORMANCE EVALUATION MODIFIED	4	4		
k.	LEAVE RESTORED	16	16		
l.	Improved terms of Employment	12	12		
m.		0	0		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs REPORTING PERIOD: FY 2008

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR TRAINING AND RESOURCES

	NUMBER IN TOTAL WORKFORCE	CUMULATIVE TOTAL WORKFORCE TRAINED
A. BASIC EEO ADR ORIENTATION TRAINING		
1. MANAGERS	24607	15205
2. EMPLOYEES	252754	156726
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	277361	
C. RESOURCES THAT MANAGE ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	1232	
1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	42	
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0	
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	1190	
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0	
D. ADR FUNDING SPENT	AMOUNT	
	\$ 366496.00	

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, through September 30, are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL:

SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature)

TYPED NAME AND TITLE OF PREPARER: Alison Mangels, District Manager

SIGNATURE OF PREPARER:

DATE: 11/4/2008 TELEPHONE NUMBER: 202-501-2804 E-MAIL: alison.mangels@va.gov FAX:

This report is due to the following address on or before October 31st.

Appendix A - Comments

Part 2

VBA - II.A - On hand at the beginning of the reporting period the number in FY07 462 was 124. However, after extensive reconciliation of our records we have determined the correct number on hand at the beginning of the reporting period was 111.

VHA - II.A - On hand at the beginning of the reporting period the number in FY07 462 was 1738. However, after extensive reconciliation of our records and having closed cases that were pending hearing, we have determined the correct number on hand at the beginning of the reporting period was 1587.

Part 3

VHA - III.B.1 CI/Agency - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

NCA - III.B.1 CI/Agency - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

VBA - III.B.1 CI/Agency - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

VBA - III.B.1 CI/Cont - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

NCA - III.B.1 CI/Cont - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

VHA - III.B.1 CI/Cont - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

VHA - III.B.1 Coun/Cont - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

VBA - III.B.1 Coun/Cont - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

NCA - III.B.1 Coun/Cont - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

NCA - III.B.1 Inv/Agency - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

VBA - III.B.1 Inv/Agency - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

VHA - III.B.1 Inv/Agency - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

VHA - III.B.1 Inv/Cont - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

VBA - III.B.1 Inv/Cont - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

NCA - III.B.1 Inv/Cont - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

VBA - III.B.1 Coun/Agency - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

VHA - III.B.1 Coun/Agency - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

NCA - III.B.1 Coun/Agency - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

Part 6

VHA - VI.B.1 Ave Days - Average days is correct.

VHA - VI.C Ave Days - Average days is correct.

NCA - VI.C Ave Days - Average Days is correct.

HQ plus - VI.C Ave Days - total days is correct.

VBA - VI.C Ave Days - Average days is correct.

VBA - VI.C.1 Ave Days - Average Days is correct.

NCA - VI.C.1 Ave Days - Average Days is correct.

VHA - VI.C.1 Ave Days - Average days is correct.

HQ plus - VI.C.1.(a) Ave Days - Average days is correct.

VBA - VI.C.2 Ave Days - Average days is correct.

VHA - VI.C.2 Ave Days - Average days is correct.

Part 8

VHA - VIII.A.3 Pending Oldest Case - Oldest case pending hearing is Cheney Agency Number 200H-0528-2001103847 (we were unable to obtain the EEOC Docket number for this case) – the Chief of HR the Buffalo VAMC who was the former EEO Manager told us that this case was never decided, settled or appealed. Case filed 5/21/2002.

VBA - VIII.A.3 Pending Oldest Case - Oldest case still pending at hearing is Deborah Lawson – Agency Number 2001-0322-2006103058, EEOC number 420-2007-00185X –Montgomery VARO – file sent to EEOC on July 6, 2007. Case File date is 8/30/06. Confirmed by Robert Boulware (Staff Attorney) – Office of Regional Counsel (02)

HQ plus - VIII.A.3 Pending Oldest Case - Hearing Pending status confirmed by Jane Rodriguez, legal assistant for Office of Regional Counsel (02) for oldest case Agency Number 2001-0005-2007100183, EEOC Number 510-2008-00065X Rigoberto Maldonado filed 12/04/06.

Appendix A – Comments (continued)

NCA - VIII.A.3 Pending Oldest Case - Mr. Kravitz, staff at EEOC, confirmed case Agency Number 2004-0040-2006102143, EEOC Number 570-2007-00484X Olzie Perry, filed 6/12/2006, is still Hearing Pending.

Part 9

HQ plus - IX.A.2 Ave Cost - The average cost of agency investigations for the VA includes the average cost of agency investigations for all of the Department's subelements.

HQ plus - IX.A.2 Total Cost - The total cost of agency investigations for the VA includes the total cost of agency investigations for all of the Department's subelements.

HQ plus - IX.A.4 Ave Cost - The average cost of contract investigations for the VA includes the average cost of contract investigations for all of the Department's subelements.

HQ plus - IX.A.4 Total Cost - The total cost of contract investigations for the VA includes the total cost of contract investigations for all of the Department's subelements.

Part 11

NCA - XI.D Ave Days - Average days is correct. Three cases by same complainant are consolidated for mediation.

VBA - XI.D Ave Days - Average days is correct.

VBA - XI.D.1 Ave Days - Average Days is correct.

NCA - XI.D.1 Ave Days - Average days is correct. Three cases from same complainant are consolidated for mediation.

VHA - XI.D.6 Ave Days - Average days is correct.

NCA - XI.E.1 Ave Days - Average Days is correct.

HQ plus - XI.E.1.b Ave Days - Average days is correct.

NCA - XI.E.1.c Ave Days - Average Days is correct.

HQ plus - XI.E.1.d Ave Days - Average Days is correct.

Part 12

VA - XII.C In house staff resources - The information for this section has been captured in the aggregate report. It is comprised of information from all of the subelements.

VHA - XII.C.1 Total Workforce - The information entered is correct.

VHA - XII.C.2 Total Workforce - The information entered is correct.

The Office of Diversity and Inclusion



DIVERSITY AND INCLUSION STRATEGIC PLAN FOR FY 2009-2013

*A framework
for creating and sustaining
a diverse workforce.*

February 2009



Department of
Veterans Affairs



MESSAGE FROM THE DAS

Dear Colleagues,

It is with great pride that we present the Department of Veterans Affairs (VA) first *Diversity & Inclusion Strategic Plan*. This Plan, developed in collaboration with VA's Administrations, Staff Offices, and many other stakeholders internally and externally, serves as a living roadmap to guide our efforts in making VA a leader in creating and sustaining a high-performing workforce that leverages diversity and empowers all employees to achieve superior results in serving our nation's veterans.

The *Diversity and Inclusion Strategic Plan* is specifically aligned with VA's strategic objective to "recruit, develop, and retain a competent, committed, and diverse workforce that provides high-quality service to veterans and their families." VA is the second-largest of the 15 Cabinet departments, with over 280,000 employees in its ranks all working to fulfill President Abraham Lincoln's promise: "To care for him who shall have borne the battle, and for his widow, and his orphan." As a major health care and benefits provider, VA must maintain a workforce that is reflective of the communities it serves.

The Plan was developed with the underlying mission in mind: "to foster a diverse workforce and inclusive work environment that ensures equal opportunity through national policy development, workforce analysis, outreach, retention, and education to best serve our Nation's veterans." It is designed to achieve three over-arching goals:

- 1) Create a diverse, high performing workforce that reflects the communities we serve by identifying and eliminating barriers to equal opportunity;
- 2) Cultivate an inclusive workplace that enables full participation through strategic outreach and retention ; and
- 3) Promote accountability, education, and communication on diversity and inclusion matters with VA employees, leaders, and stakeholders to facilitate outstanding service to veterans.

In order to be a high performing organization in the 21st century, we must define diversity in its broadest context, including but not limited to the legally protected classes. Diversity must encompass all that makes us unique—including the diversity of thought and perspective that accompany our human diversity. Only then can we realize the full performance potential and competitive advantages of a diverse workforce. This is more than a legal or moral imperative, it is the business case for diversity that we in ODI will also champion.

The implementation of this *Diversity & Inclusion Strategic Plan* reflects the Department's continued efforts to improve service to our nation's veterans. As a public service agency, diversity and inclusion must be the cornerstones of our human capital management strategy. Working collaboratively with you—the highly dedicated employees, managers, and stakeholders of VA—we will seize the challenges and opportunities to create and sustain a diverse and inclusive workforce that best serves our nation's most precious assets—our veterans.

We invite you to join us in this important journey. Thank you for your support.

Georgia Coffey

Deputy Assistant Secretary
Office of Diversity and Inclusion
U.S. Department of Veterans Affairs



FOREWORD

In 2008, the Deputy Assistant Secretary for the Office of Diversity and Inclusion (ODI— formerly the Office of Diversity Management and Equal Employment Opportunity) embarked on strategic planning initiative for the office—the first of its kind in VA. The intent was to develop a leading edge, living road map for incorporating diversity and inclusion in the VA, based on the best practices in the public and private sectors.

The public sector is on the cusp of a major transformation that presents us with great challenges and even greater opportunities in the area of workforce diversity and inclusion. As we witness the dramatic effects of the globalization of our economy, never before has it been more critical that we adapt to the rapidly changing profile of our global marketplace. The viability of agencies in the 21st century will depend on their ability to service an increasingly diversified market through a strategically managed workforce that reflects the global community it serves.

As a result of extensive benchmarking, it was revealed that the field of equal employment opportunity (EEO) and diversity management had changed dramatically since its statutory inception in the Civil Rights Act of 1964. In the 1970s, EEO evolved into Affirmative Action; in the 1980s, it expanded into “respecting differences”; and in the 1990s, it was transformed by the groundbreaking work of Dr. R. Roosevelt Thomas who introduced the concept of “diversity management.” With each of these iterations, the concept of EEO moved from a reactive, exclusively legalistic model to a more proactive, business-driven paradigm.

The millennium has also ushered in a new framework. In recent years, the focus has shifted from diversity to inclusion, a rapidly emerging trend born in the private sector. This sea of change occurred quietly as companies found themselves vigorously competing for diverse workforce talent in a globalized economy. They soon realized that it was not enough to simply recruit a diverse workforce, but they must also retain and leverage that diverse workforce to advance the mission.

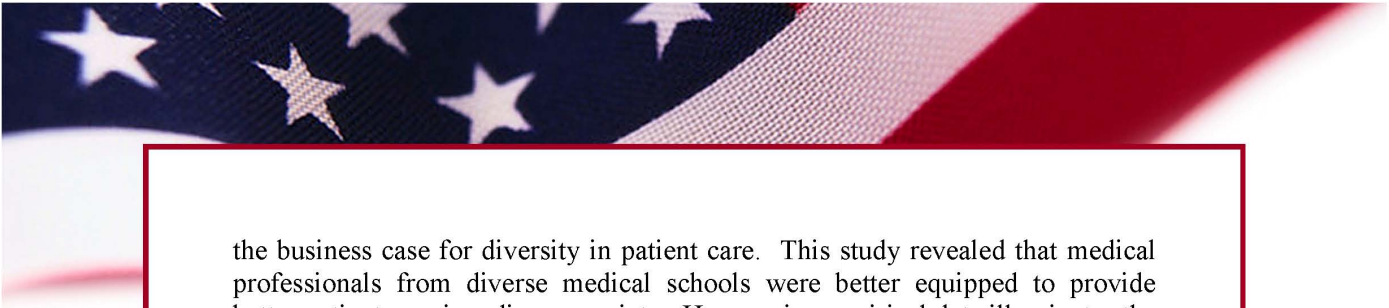
Companies began looking internally at the organizational culture and the institutional processes that impacted employees’ ability to fully participate and contribute to the goals of the organization. This required examining systemic barriers to inclusion in all aspects of the organizations: cultural norms, business practices, communications, leadership development, training and education,

performance management, management accountability, strategic recruitment, and work life. Organizational inclusion became the means to actualize the potential of workforce diversity.

The term “diversity and inclusion” reflects the emerging need to complement diversity practices which focused largely on recruitment outreach, with internal retention strategies to sustain, develop, and leverage the diversity in all human resources. The concept of inclusion galvanized the field of diversity management by stressing inclusion of *all* employees, not just legally-protected classes. Through inclusion, organizations create the facilitating conditions in the work environment that enable the competitive advantages of diversity to flourish. This relatively new terminology of “diversity and inclusion” supports the *business case for diversity*, a concept championed by ODI. The business case spoke to the higher performance outcomes associated with workforce diversity and inclusion.

In championing this “*business case for diversity and inclusion*,” we rely on the research in this area. Empirical studies have shown that workforce diversity offers quantifiable advantages to organizational performance and productivity. Specifically studies show that, under facilitating conditions, workforce diversity is positively correlated with higher performance outcomes and greater economic returns. The Diversity Research Network conducted a major study on Fortune 500 companies and found that racial diversity was positively associated with higher performance outcome measures in organizations that “integrate and leverage diverse perspectives.” It also found that gender diversity yielded more effective group processes and performance in organizations with “people-oriented” performance cultures. Research is demonstrating the strong link between perceptions of fairness in the workplace and employee engagement. This speaks to the need for strategies that support “inclusion” as well as diversity in the workplace.

The renowned Center for Creative Leadership conducted a large scale study on team dynamics and work productivity which revealed that diverse teams were more creative and performed better than homogenous teams. The study team analyzed employer and employee data of over 20,000 business establishments in the manufacturing, retail, and service commercial sectors. The results showed that racial and gender diversity was positively correlated with establishment productivity, product quality, and economic return on investment. Similarly, in 2004, the Urban League reported that diverse companies generated 18 percent higher productivity than the U.S. economy overall. Finally, a study published in the *Journal of the American Medical Association* and *Science Daily* illustrated



the business case for diversity in patient care. This study revealed that medical professionals from diverse medical schools were better equipped to provide better patient care in a diverse society. Here again, empirical data illuminates the nexus between workforce diversity and higher performance outcomes in the health care field

While the private sector is in the business of profits, government is in the business of equity—equity of service, protections, opportunity. The same benefits apply in this context and the stakes are even higher. As a major health care and benefits provider, VA must maintain a workforce that is reflective of constituencies it serves so it can provide high quality, responsive, and equitable services. This is not only a matter of legal compliance, but smart business.

It is important to note that the business case for diversity in no way diminishes our commitment to the legal and social imperatives for equal opportunity. VA remains unequivocally committed to ensuring the statutory protections for equal employment opportunity as prescribed by law. In fact, the social imperatives are strengthened by the business case. The business case is predicated on the value of diversity of thought—which is rooted in our human diversity. It is the inseverable link between diversity of thought and our human diversity that makes equal opportunity in the workplace essential.

ODI defines diversity in its broadest context to include all that makes us unique: race, color, gender, sexual orientation, religion, national origin, age, disability, culture, educational background, socioeconomic status, intellectual perspective, organizational level, and more. By doing so, we are able to harvest the full performance potential and competitive advantages diversity has to offer. We are proud to lead the effort to promote policies in VA operationalize this concept so that we can provide superior service to our veterans and all Americans. To that end, we present to you VA's inaugural *Diversity and Inclusion Strategic Plan for FY 2009-2013*.

EXECUTIVE SUMMARY

Mission

The mission of the Office of Diversity and Inclusion (ODI) is to foster a diverse workforce and an inclusive work environment that ensures equal opportunity through national policy development, workforce analysis, outreach, retention, and education to best serve our Nation's veterans.

Vision

It is the vision of ODI that the Department of Veterans Affairs (VA) is a leader in creating and sustaining a high performing workforce by leveraging diversity and empowering all employees to achieve superior results in service to our veterans.

Values

We serve our Nation's veterans. We are committed to pursuing the agency's mission and fully utilizing the creativity, energy, and diversity of our workforce. To this end, we hold ourselves to the values of respect, trust, and responsiveness to promote a culture of performance excellence.

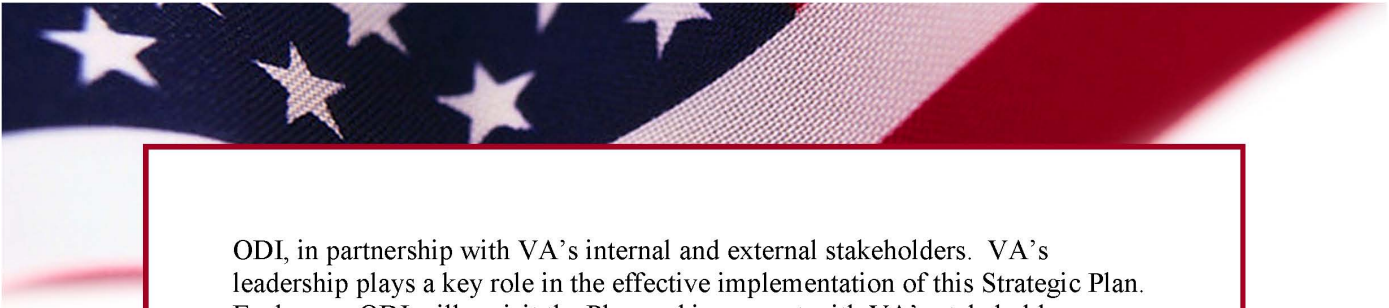
Goals

The following primary goals have been identified in pursuit of this mission:

1. Create a diverse, high performing workforce that reflects the communities we serve by identifying and eliminating barriers to equal opportunity.
2. Cultivate an inclusive workplace that enables full participation through strategic outreach and retention.
3. Promote accountability, education, and communication on diversity and inclusion matters with VA employees, leaders, and stakeholders to facilitate outstanding service to veterans.

Implementation

The following pages present the programmatic objectives, strategies, and measures designed to achieve the identified goals. The *Diversity and Inclusion Strategic Plan* is intended to be a multi-year effort and is not intended to be a static document as changing conditions will likely require refinement to the strategies published here. Implementation of this Plan will be led by the staff of



ODI, in partnership with VA's internal and external stakeholders. VA's leadership plays a key role in the effective implementation of this Strategic Plan. Each year, ODI will revisit the Plan and in concert with VA's stakeholders, evaluate the effectiveness of the strategies outlined here in a *Diversity and Inclusion Annual Performance Report*.

GOALS, OBJECTIVES & STRATEGIES

Goal 1

Create a diverse, high performing workforce that reflects the communities we serve by identifying and eliminating barriers to equal opportunity.

Objective 1A


Identify underrepresentation in the VA workforce in accordance with equal employment opportunity (EEO) laws, regulations, and management directives.

Strategies

- Analyze workforce demographic data in comparison with the Relevant Civilian Labor Force (RCLF) to identify triggers and potential barriers to equal employment opportunity.
- Compile data, conduct annual barrier analysis, and submit annual EEO Plan and Program Status report to U.S. Equal Employment Opportunity Commission (EEOC) in compliance with Management Directive 715 (MD 715).
- Compile data and submit Federal Equal Opportunity Recruitment Report (FEORP) to U.S. Office of Personnel Management (OPM).
- Compile workforce diversity data for Monthly Performance Reviews (MPR) for agency leadership.
- Conduct monthly technical assistance meetings with agency EEO and diversity managers and annual briefings with agency leadership on MD 715 planning and reporting.
- Conduct individualized live and virtual MD 715 EEO Plan technical assistance conferences with all VA subcomponents.
- Provide ad hoc workforce diversity reports and trends analyses to internal and external stakeholders.
- In partnership with key business process owners, identify and implement an automated applicant flow/adverse impact analysis system to identify barriers to equal opportunity in the selection process.

Measures

- Reduce number of historically underrepresented groups in the VA workforce.

- 
- Reduce underrepresentation in historically underrepresented groups in VA workforce and leadership pipeline each year.
 - Submit timely and accurate MD 715 Report to EEOC by designated deadline each year.
 - Submit timely and accurate FEORP Report to OPM by designated deadline each year.
 - Provide monthly performance report (MPR) updates and quarterly workforce analyses on EEO program metrics to agency leadership by 2009.
 - ODI will provide ad hoc workforce diversity reports and trends analyses within five business days of request.
 - Improve quality of agency sub-component and facility level EEO plans and reports.
 - Identify appropriate applicant flow data system by 2010 and implement applicant flow data system by 2012.

Objective 1B

Develop strategies to address underrepresentation and eliminate identified barriers to equal employment opportunity.

Strategies

- Analyze workforce data to determine if promotions, awards, recognitions, training, and upward mobility opportunities are occurring equitably.
- Benchmark “best practices” in recruitment outreach strategies in the field and provide consultation service to field components.
- Assess attrition rates and develop models to support diversity in succession planning efforts.
- Collaborate with Office of Human Resources Management (OHRM) to design and administer employee exit surveys six months after employee leaves the organization.
- Analyze exit survey data to identify trends and potential EEO related root causes for attrition.
- Analyze employee separation data to identify triggers for barriers to equal opportunity.

Measures

- ODI will respond to requests for data analysis on promotions, awards, recognitions, training, and upward mobility opportunities within five days of initial request.

- ODI will provide customized guidance to VA Administrations, Central Office, and field components annually in first quarter of fiscal year MD 715 to support their MD 715 EEO planning efforts.
- Provide timely workforce data and technical assistance in support of VA succession planning efforts as requested.
- Implement pilot delayed exit surveys in FY 2010.
- Reduce “regrettable losses” (i.e, pre-retirement age separations) of employees in mission critical occupations agency-wide.

Objective 1C

Maintain state-of-the-art EEOC-compliant standardized workforce analysis system to efficiently support the agency’s workforce data management needs .

Strategies

- Continually upgrade and enhance VSSC to remain accurate, legally compliant, and user-friendly to aid managers in workforce planning efforts.
- Train and facilitate EEO managers on the use of the VHA Support Service Center workforce analysis system (VSSC) VA-wide.
- Perform random quality assurance checks on VSSC workforce data accuracy.
- Utilize variety of communications tools to distribute workforce analysis information (newsletter, video, CDs, web).

Measures

- Produce reliable and accurate workforce analysis tables in support of the MD 715 planning.
- Receive accurate, responsive, and reliable EEO plans and reports from VA Administrations and Central Office.
- Reduce number of MD 715 EEO Program Status Report deficiencies cited by EEOC.



Goal 2

Cultivate an inclusive workplace that enables full participation through strategic outreach and retention.

Objective 2A

Promote strategic recruitment outreach in order to maintain a competent, committed, and diverse workforce.

Strategies

- Conduct Technical Assistance Reviews (TARs) at agency facilities to address EEO program strengths and deficiencies and perform follow-up activities to ensure responsive corrective actions are implemented.
- Provide guidance to agency Administrations, Central Office, and field components on best practices in recruitment outreach strategies.
- Partner with OHRM and Office of Resolution Management (ORM) in conducting consolidated technical assistance on-site reviews.
- Provide training and guidance in the area of Special Emphasis Programs (SEP) and related mandated reports.
- Compile data and information for annual submission of Federally mandated SEP/diversity related reports (e.g., Hispanic Employment in Federal Government, Disabled Veterans Affirmative Action Program, etc.)
- Design educational programs and outreach campaigns to promote science, medical, technology, engineering, and math occupations in diverse communities.
- Develop strategic partnerships and collaborations with community organizations, public and private agencies, affinity groups, professional associations, and educational institutions to promote recruitment outreach to underrepresented populations.
- Develop Recruitment Outreach and Selection Process Guide providing guidance on conducting a barrier-free and EEO-compliant selection process and citing strategic use of special hiring authorities for underrepresented groups.
- Administer Community Prosperity Partnership (CPP) to leverage community resources for outreach to underrepresented communities.
- Establish a full-time EEO Manager position in VA Central Office (VACO).

Measures

- Perform a minimum of six TARs on an annual basis at facilities based on established multidimensional needs assessment criteria.
- Perform follow-up to TARs within six months of initial visit to monitor progress on implementation of recommended corrective actions.
- Provide Issue updated guidance to agency subcomponents on “best practices” in recruitment outreach strategies in first quarter of fiscal year.
- Develop a TAR tracking system to ensure continuity in recommending best practices.
- Provide SEP training at 20% of the facilities by end of FY 2013.
- Submit timely and accurate SEP/diversity-related Federally mandated reports to oversight agencies by designated deadlines each year.
- Distribute SEP announcement memoranda to agency subcomponents annually and 30 days in advance of the SEP event.
- Participate in six national affinity group conferences or outreach venues annually.
- ODI will coordinate three CPP events annually based in diverse, underrepresented communities.
- ODI will issue Recruitment Outreach and Selection Process Guide by end of FY 2009.
- Establish a baseline for the purpose of measuring and improving diversity in applicant pools in underrepresented areas by 2012.
- Increase representation of people with targeted disabilities to 2% of the agency workforce by 2013.
- Reduce EEO complaints based on non-selection through appropriate EEO training for managers and supervisors.
- Recruit EEO Manager for VACO by 2010, budget permitting.

Objective 2B

Support the retention and full participation of employees in order to provide high quality service to veterans and their families.

Strategies

- Analyze Federal Human Capital Survey (FHCS) and Annual Employee Survey (AES) data to identify trends with regards to diversity and inclusion.
- Coordinate with national selective placement services to place applicants/employees with disabilities.

- Implement accurate reasonable accommodation tracking system to report national data.
- Establish and train selective placement coordinators for placement of people with disabilities utilizing Schedule A Hiring Authorities.
- Improve partnership and build strategic alliances with OHRM on EEO, diversity, and inclusion issues.

Measures

- Increase retention of historically underrepresented groups in VA workforce and mission critical occupations.
- Increase favorable responses to diversity related items on employee surveys over prior year baselines.
- Implement automated reasonable accommodation tracking system by FY 2010.
- Identify baseline and increase timeliness of processing of reasonable accommodation requests by 2010.
- Produce one marketing/promotional material on reasonable accommodation requests by end of FY 2009.
- Reduce EEO complaints based on failure to accommodate through appropriate EEO training of managers and supervisors.
- Establish selective placement coordinator function in all facilities by FY 2010; provide initial training in FY2010.
- Implement monthly strategy meetings between ODI and OHRM key staff in FY 2009.

Objective 2C

Create a diverse pipeline for recruitment and career advancement opportunities in order to support agency succession planning and leadership development.

Strategies

- Coordinate agency-wide student non-traditional internship programs, including but not limited Hispanic Association of Colleges and Universities (HACU), National Association for Equal Opportunity in Higher Education, American Indian Science and Engineering Society, Washington Internships for Native Students, Workforce Recruitment Program (WRP), The Washington Center for Internships and Academic Seminars, International Leadership Foundation.
- Create a national internship database for tracking the recruitment of

nontraditional programs and track credit in database and on Standard Federal 50 forms.

- Develop mentoring program framework and coaching toolkit to support diversity in succession planning.
- Monitor Senior Executive Service Candidate development programs (SES CDP) and Leadership VA (LVA) candidate selection processes to ensure there are no barriers to equal opportunity.
- ODI will collaborate with OHRM to develop a diversity focused marketing/ outreach plan to market the SES CDP and LVA programs.
- Send VA SES job opportunity announcement to diversity organizations through diversity listserv.
- Include voluntary race, gender, ethnicity disclosure form with all SES vacancies to anonymously track diversity of leadership applicant pool.
- Develop Memoranda of Understanding (MOU) with diverse institutions of higher education and professional organizations to facilitate recruitment outreach to underrepresented groups.
- Develop guide on conducting EEO compliant selection process, including legally compliant ways to incorporate diversity in selection panels.
- In conjunction with OHRM, increase use of “open continuous” database in mission critical occupational.

Measures

- Sponsor 20 WRP and 50 HACU interns annually.
- Convert 5% of qualified, sponsored WRP students utilizing special hiring authorities (e.g., Schedule A, 30% disabled veterans) annually, subject to availability of budget resources.
- Establish a non-traditional internship database by end of FY 2009.
- Establish a guide and materials on mentoring and coaching to improve retention and enhance diversity in leadership pipeline by 2011.
- Increase marketing and outreach for leadership development programs such as SES CDP and LVA.
- Increase number of internships, work-study cooperative arrangements, and student/faculty exchanges under MOUs.
- Issue guidance on conducting EEO compliant selection processes by FY 2010.
- Develop open continuous database for diverse candidates in mission critical occupational categories by FY 2011.

Goal 3

Promote accountability, education, and communication on diversity and inclusion matters with VA employees, leaders, and stakeholders to facilitate outstanding service to veterans.

Objective 3A

Develop agency policies that ensure commitment to and accountability for maintaining a diverse workforce and inclusive workplace.

Strategies

- Develop consolidated EEO, Diversity & Inclusion, and No FEAR Policy and related guidance in coordination with process owners.
- Develop and implement VA Diversity & Inclusion (D&I) Strategic Plan.
- Develop VA Annual Diversity & Inclusion Performance Report.
- Implement office name change from “Office of Diversity Management and Equal Employment Opportunity” (DM&EEO) to “Office of Diversity and Inclusion.”
- Develop recommended performance elements addressing EEO, diversity and inclusion in management and supervisory performance plans.
- Update reasonable accommodation and accessibility (RA) policy directive; and provide timely and effective (RA) guidance and training.
- Establish local reasonable accommodation coordinator function throughout agency.
- Develop and implement VA Diversity and Inclusion Awards program.
- Benchmark best practices for diversity and inclusion.
- Develop and implement diversity product surveys.

Measures

- Issue consolidated EEO, Diversity & Inclusion, and No FEAR Policy and related guidance annually and within 6 months of appointment of new Secretary.
- Develop and implement initial D&I Strategic Plan in FY 09; update Strategic Plan no later than FY 2014.
- Issue first VA D&I Annual Performance Report by January 2010; issue succeeding Annual Reports within 100 days of the close of the reported fiscal year.

- Publish and market best practices in diversity and inclusion by end of FY 2009.
- Promulgate office name change to “Office of Diversity and Inclusion” by FY 2009.
- Establish recommended EEOC MD 715 compliant diversity and inclusion performance element for SES, supervisors and manager performance plans by FY 2010.
- Issue new agency-wide Reasonable Accommodation Directive by May 2009.
- [Begin training of reasonable accommodation coordinators in FY 2010.](#)
- Increase nominations for Diversity and Inclusion Awards by FY 2009.

Objective 3B

Educate employees and managers on EEO, diversity, and inclusion matters to promote competency in maintaining a fair, high performing, and healthy work environment.

Strategies

- Develop minimum standards for diversity, EEO, and conflict management training for all managers and supervisors.
- Evaluate and update EEO, Harassment, No FEAR, and diversity related training for employees.
- Develop and conduct training on Business Case for Diversity, including diversity of thought and perspective in workforce, internal operations, and service delivery.
- Add content of the business case for diversity and inclusion to the ODI inclusion Web site.

Measures

- Develop VA-wide standards for recurring diversity, EEO, and conflict management training (content and delivery) for managers and supervisors by end of FY 2009; implement supervisory training by 2010.
- Train supervisors/managers in diversity, EEO, and conflict management annually in accordance with timeframes contained in VA policies and directives.
- Conduct training on Business Case for Diversity and Inclusion at a minimum of four leadership venues annually beginning in FY 2009.
- Reduce VA’s per capita rate of EEO complaints through appropriate EEO and diversity training.

- Post diversity related training content to diversity web site agency-wide by end of FY 2009; update training content annually.

Objective 3C

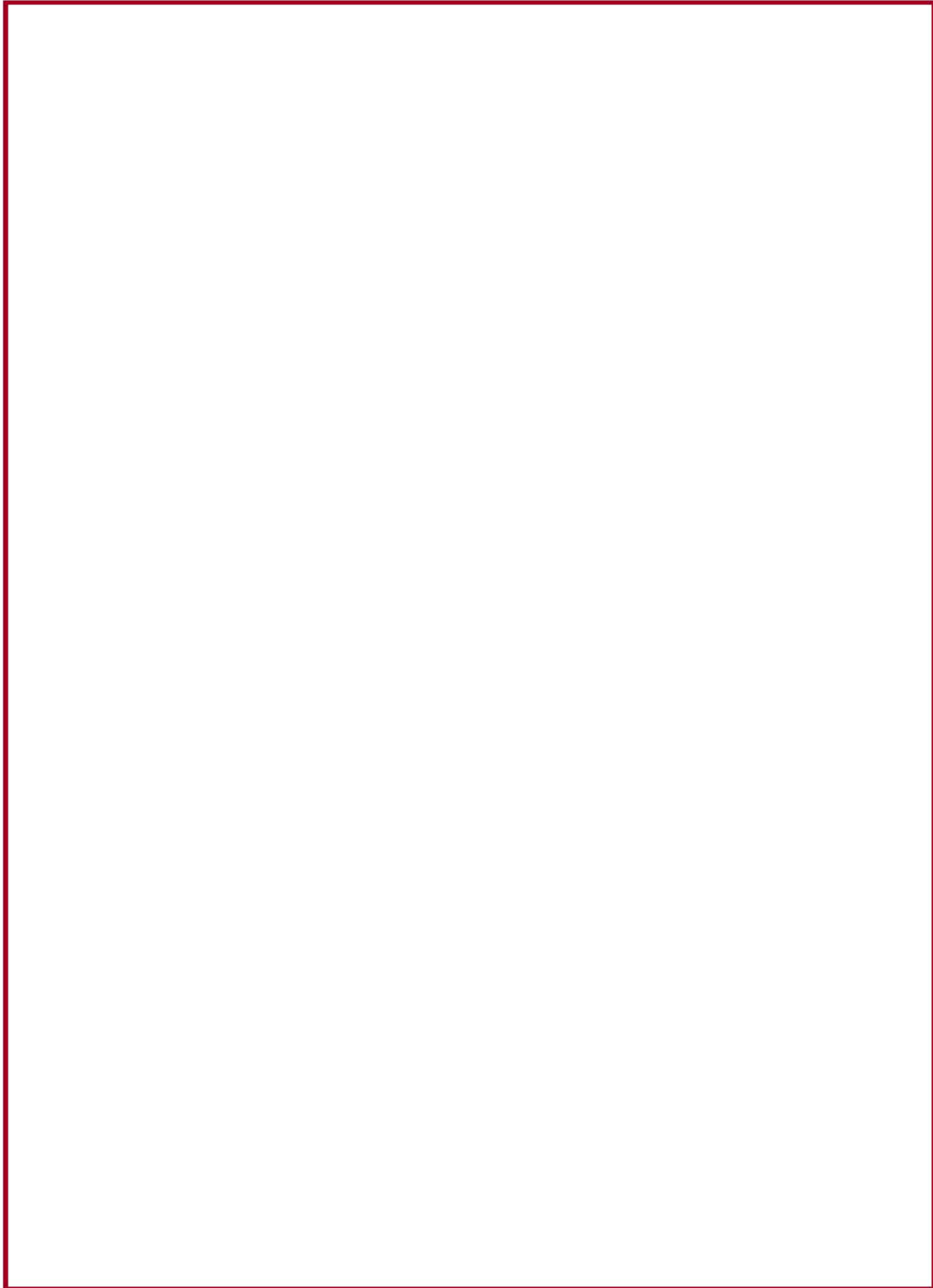
Promote effective communication with employees and stakeholders on diversity and inclusion issues to heighten awareness and share best practices.

Strategies

- Implement VA Diversity Advisory Council and provide coordination and staff support.
- Redesign ODI website to feature more content in a user-friendly format.
- Enhance format and informational content of *Diversity@Work* newsletter.
- Enhance educational format and content of *Diversity News* video broadcast.
- Electronically disseminate educational articles in the area of diversity and inclusion on *NewsLink*.
- Develop systems to track viewership of communications vehicles and establish baseline measures.
- Monitor responses on diversity related survey items on FHCS and AES; participate in develop of diversity related items as appropriate.
- Develop a survey for recipients of diversity products to measure their effectiveness.
- Develop and distribute marketing materials on diversity and inclusion.

Measures

- Standup VA-wide Diversity Advisory Council by FY 09 and provide staff support as needed.
- Redesign ODI website by FY 2010.
- Increase electronic distribution of *Diversity@Work* newsletter annually.
- Establish baseline of *Diversity News* viewership on diversity web site by end of FY 2009, and increase viewership by 5% in FY 2010.
- Increase distribution of diversity related web-based *NewsLink* annually.
- Increase favorable responses to EEO and diversity related survey items in employee surveys (FHCS or AES) beginning in FY 2010.
- Majority of respondents to diversity product surveys indicate understanding of business case for diversity and inclusion.
- Implement at least one diversity and inclusion initiative annually agency-wide beginning in FY 2010.



For more information,
please contact:



Office of Diversity and Inclusion
810 Vermont Avenue, NW (06)
Washington, DC 20420

Phone: (202) 461-4131

Email: odi@va.gov